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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2257
Revision No.: 20
Date of Last Revision: 03/18/2005

Applicable in Massachusetts and New Hampshire as listed below:

Massachusetts:

ESSEX COUNTY: Excluding these cities and towns: Lynn, Lynnfield, Nahant, and Saugus

New Hampshire:

ROCKINGHAM COUNTY: Including these cities and towns: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.613
01012 - Accounting Clerk II	13.60
01013 - Accounting Clerk III	15.07
01014 - Accounting Clerk IV	16.88
01030 - Court Reporter	18.07
01050 - Dispatcher, Motor Vehicle	15.39
01060 - Document Preparation Clerk	13.73
01070 - Messenger (Courier)	10.12
01090 - Duplicating Machine Operator	13.73
01110 - Film/Tape Librarian	15.70
01115 - General Clerk I	11.61
01116 - General Clerk II	13.06
01117 - General Clerk III	14.16
01118 - General Clerk IV	15.91
01120 - Housing Referral Assistant	19.36
01131 - Key Entry Operator I	12.83
01132 - Key Entry Operator II	15.18
01191 - Order Clerk I	12.69
01192 - Order Clerk II	14.96
01261 - Personnel Assistant (Employment) I	13.60
01262 - Personnel Assistant (Employment) II	15.54
01263 - Personnel Assistant (Employment) III	18.07
01264 - Personnel Assistant (Employment) IV	19.42
01270 - Production Control Clerk	19.42
01290 - Rental Clerk	15.54
01300 - Scheduler, Maintenance	16.69
01311 - Secretary I	16.69
01312 - Secretary II	17.39
01313 - Secretary III	19.36
01314 - Secretary IV	21.94
01315 - Secretary V	24.73
01320 - Service Order Dispatcher	15.23
01341 - Stenographer I	13.73
01342 - Stenographer II	15.54
01400 - Supply Technician	21.94
01420 - Survey Worker (Interviewer)	13.60

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WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2537
Revision No.: 27
Date of Last Revision: 03/01/2005

State: Vermont
Area: Vermont Statewide

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.34
01012 - Accounting Clerk II	12.41
01013 - Accounting Clerk III	14.26
01014 - Accounting Clerk IV	17.33
01030 - Court Reporter	13.92
01050 - Dispatcher, Motor Vehicle	15.37
01060 - Document Preparation Clerk	11.10
01070 - Messenger (Courier)	9.78
01090 - Duplicating Machine Operator	11.10
01110 - Film/Tape Librarian	10.44
01115 - General Clerk I	10.42
01116 - General Clerk II	14.54
01117 - General Clerk III	17.21
01118 - General Clerk IV	19.27
01120 - Housing Referral Assistant	14.73
01131 - Key Entry Operator I	10.63
01132 - Key Entry Operator II	12.84
01191 - Order Clerk I	11.93
01192 - Order Clerk II	13.93
01261 - Personnel Assistant (Employment) I	12.02
01262 - Personnel Assistant (Employment) II	13.51
01263 - Personnel Assistant (Employment) III	14.81
01264 - Personnel Assistant (Employment) IV	16.82
01270 - Production Control Clerk	17.48
01290 - Rental Clerk	10.65
01300 - Scheduler, Maintenance	11.81
01311 - Secretary I	11.81
01312 - Secretary II	13.11
01313 - Secretary III	14.73
01314 - Secretary IV	17.55
01315 - Secretary V	18.15
01320 - Service Order Dispatcher	13.98
01341 - Stenographer I	11.50
01342 - Stenographer II	12.82
01400 - Supply Technician	17.55
01420 - Survey Worker (Interviewer)	11.50
01460 - Switchboard Operator-Receptionist	10.65
01510 - Test Examiner	13.11
01520 - Test Proctor	13.11
01531 - Travel Clerk I	10.67
01532 - Travel Clerk II	11.83
01533 - Travel Clerk III	13.12
01611 - Word Processor I	10.72

01612 - Word Processor II	12.04
01613 - Word Processor III	13.48
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.86
03041 - Computer Operator I	12.86
03042 - Computer Operator II	16.57
03043 - Computer Operator III	19.35
03044 - Computer Operator IV	22.75
03045 - Computer Operator V	26.06
03071 - Computer Programmer I (1)	17.72
03072 - Computer Programmer II (1)	21.99
03073 - Computer Programmer III (1)	26.80
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	26.39
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.86
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	16.55
05010 - Automotive Glass Installer	13.80
05040 - Automotive Worker	13.80
05070 - Electrician, Automotive	14.40
05100 - Mobile Equipment Servicer	12.75
05130 - Motor Equipment Metal Mechanic	15.00
05160 - Motor Equipment Metal Worker	13.80
05190 - Motor Vehicle Mechanic	15.00
05220 - Motor Vehicle Mechanic Helper	12.15
05250 - Motor Vehicle Upholstery Worker	13.35
05280 - Motor Vehicle Wrecker	13.80
05310 - Painter, Automotive	14.40
05340 - Radiator Repair Specialist	13.80
05370 - Tire Repairer	12.32
05400 - Transmission Repair Specialist	15.00
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.79
07010 - Baker	11.35
07041 - Cook I	9.90
07042 - Cook II	10.72
07070 - Dishwasher	8.79
07130 - Meat Cutter	16.94
07250 - Waiter/Waitress	9.18
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.40
09040 - Furniture Handler	11.32
09070 - Furniture Refinisher	14.40
09100 - Furniture Refinisher Helper	12.15
09110 - Furniture Repairer, Minor	13.35
09130 - Upholsterer	14.91
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.34
11060 - Elevator Operator	10.12
11090 - Gardener	12.67
11121 - House Keeping Aid I	9.21
11122 - House Keeping Aid II	11.00
11150 - Janitor	10.12
11210 - Laborer, Grounds Maintenance	10.76
11240 - Maid or Houseman	9.21
11270 - Pest Controller	12.79
11300 - Refuse Collector	10.87
11330 - Tractor Operator	12.04
11360 - Window Cleaner	10.77
12000 - Health Occupations	
12020 - Dental Assistant	14.70

12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.34
12071 - Licensed Practical Nurse I	11.79
12072 - Licensed Practical Nurse II	13.23
12073 - Licensed Practical Nurse III	15.32
12100 - Medical Assistant	13.54
12130 - Medical Laboratory Technician	14.75
12160 - Medical Record Clerk	11.72
12190 - Medical Record Technician	15.34
12221 - Nursing Assistant I	10.21
12222 - Nursing Assistant II	10.69
12223 - Nursing Assistant III	11.71
12224 - Nursing Assistant IV	13.16
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	12.93
12311 - Registered Nurse I	18.49
12312 - Registered Nurse II	22.62
12313 - Registered Nurse II, Specialist	22.62
12314 - Registered Nurse III	27.37
12315 - Registered Nurse III, Anesthetist	27.37
12316 - Registered Nurse IV	32.30
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.60
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	18.65
13013 - Exhibits Specialist III	22.83
13041 - Illustrator I	16.47
13042 - Illustrator II	17.74
13043 - Illustrator III	21.65
13047 - Librarian	20.66
13050 - Library Technician	11.50
13071 - Photographer I	15.22
13072 - Photographer II	17.80
13073 - Photographer III	23.43
13074 - Photographer IV	27.49
13075 - Photographer V	38.41
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.61
15030 - Counter Attendant	8.61
15040 - Dry Cleaner	12.71
15070 - Finisher, Flatwork, Machine	8.61
15090 - Presser, Hand	8.61
15100 - Presser, Machine, Drycleaning	8.61
15130 - Presser, Machine, Shirts	8.61
15160 - Presser, Machine, Wearing Apparel, Laundry	8.61
15190 - Sewing Machine Operator	10.81
15220 - Tailor	11.36
15250 - Washer, Machine	9.18
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	14.40
19040 - Tool and Die Maker	20.00
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.79
21020 - Material Coordinator	17.45
21030 - Material Expediter	17.45
21040 - Material Handling Laborer	10.82
21050 - Order Filler	11.38
21071 - Forklift Operator	14.05
21080 - Production Line Worker (Food Processing)	13.31
21100 - Shipping/Receiving Clerk	11.93
21130 - Shipping Packer	11.93
21140 - Store Worker I	10.49
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.63
21210 - Tools and Parts Attendant	14.05

21400 - Warehouse Specialist	14.05
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.37
23040 - Aircraft Mechanic Helper	15.70
23050 - Aircraft Quality Control Inspector	22.13
23060 - Aircraft Servicer	17.26
23070 - Aircraft Worker	17.84
23100 - Appliance Mechanic	15.84
23120 - Bicycle Repairer	12.32
23125 - Cable Splicer	23.64
23130 - Carpenter, Maintenance	15.65
23140 - Carpet Layer	15.88
23160 - Electrician, Maintenance	17.09
23181 - Electronics Technician, Maintenance I	18.93
23182 - Electronics Technician, Maintenance II	23.39
23183 - Electronics Technician, Maintenance III	25.41
23260 - Fabric Worker	14.69
23290 - Fire Alarm System Mechanic	17.52
23310 - Fire Extinguisher Repairer	15.41
23340 - Fuel Distribution System Mechanic	18.58
23370 - General Maintenance Worker	14.14
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.48
23430 - Heavy Equipment Mechanic	16.46
23440 - Heavy Equipment Operator	16.54
23460 - Instrument Mechanic	18.10
23470 - Laborer	11.55
23500 - Locksmith	15.97
23530 - Machinery Maintenance Mechanic	18.41
23550 - Machinist, Maintenance	15.95
23580 - Maintenance Trades Helper	12.15
23640 - Millwright	20.48
23700 - Office Appliance Repairer	15.97
23740 - Painter, Aircraft	15.97
23760 - Painter, Maintenance	14.40
23790 - Pipefitter, Maintenance	17.54
23800 - Plumber, Maintenance	16.80
23820 - Pneudraulic Systems Mechanic	17.10
23850 - Rigger	17.10
23870 - Scale Mechanic	16.97
23890 - Sheet-Metal Worker, Maintenance	16.03
23910 - Small Engine Mechanic	13.80
23930 - Telecommunication Mechanic I	18.22
23931 - Telecommunication Mechanic II	21.04
23950 - Telephone Lineman	17.10
23960 - Welder, Combination, Maintenance	15.00
23965 - well Driller	15.00
23970 - Woodcraft Worker	17.10
23980 - Woodworker	12.75
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.46
24580 - Child Care Center Clerk	13.30
24600 - Chore Aid	8.80
24630 - Homemaker	14.78
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.56
25040 - Sewage Plant Operator	16.61
25070 - Stationary Engineer	16.57
25190 - Ventilation Equipment Tender	14.39
25210 - Water Treatment Plant Operator	16.61
27000 - Protective Service Occupations	
(not set) - Police Officer	20.49
27004 - Alarm Monitor	14.72
27006 - Corrections Officer	17.69

27010 - Court Security Officer	18.18
27040 - Detention Officer	17.69
27070 - Firefighter	16.38
27101 - Guard I	11.09
27102 - Guard II	13.54
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.68
28020 - Hatch Tender	15.68
28030 - Line Handler	15.68
28040 - Stevedore I	13.46
28050 - Stevedore II	16.76
29000 - Technical Occupations	
21150 - Graphic Artist	17.52
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	14.87
29024 - Archeological Technician II	16.72
29025 - Archeological Technician III	20.66
29030 - Cartographic Technician	22.94
29035 - Computer Based Training (CBT) Specialist/ Instructor	26.39
29040 - Civil Engineering Technician	20.42
29061 - Drafter I	12.27
29062 - Drafter II	15.48
29063 - Drafter III	20.18
29064 - Drafter IV	22.94
29081 - Engineering Technician I	13.22
29082 - Engineering Technician II	16.58
29083 - Engineering Technician III	18.63
29084 - Engineering Technician IV	23.01
29085 - Engineering Technician V	28.14
29086 - Engineering Technician VI	34.10
29090 - Environmental Technician	17.06
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	24.27
29210 - Laboratory Technician	16.95
29240 - Mathematical Technician	22.94
29361 - Paralegal/Legal Assistant I	15.71
29362 - Paralegal/Legal Assistant II	21.50
29363 - Paralegal/Legal Assistant III	26.31
29364 - Paralegal/Legal Assistant IV	31.84
29390 - Photooptics Technician	24.93
29480 - Technical Writer	24.73
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	16.48
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.72
29622 - Weather Observer, Upper Air (3)	14.72
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	11.94
31260 - Parking and Lot Attendant	10.17
31290 - Shuttle Bus Driver	12.09
31300 - Taxi Driver	10.50
31361 - Truckdriver, Light Truck	12.09
31362 - Truckdriver, Medium Truck	12.61
31363 - Truckdriver, Heavy Truck	15.31
31364 - Truckdriver, Tractor-Trailer	15.31
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.12
99030 - Cashier	8.57

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99041 - Carnival Equipment Operator	11.99
99042 - Carnival Equipment Repairer	12.60
99043 - Carnival Worker	9.09
99050 - Desk Clerk	10.44
99095 - Embalmer	20.53
99300 - Lifeguard	10.52
99310 - Mortician	21.56
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.23
99500 - Recreation Specialist	14.44
99510 - Recycling Worker	13.54
99610 - Sales Clerk	11.53
99620 - School Crossing Guard (Crosswalk Attendant)	10.17
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	15.58
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.16
99660 - Surveying Aide	10.33
99690 - Swimming Pool Operator	14.01
99720 - Vending Machine Attendant	12.31
99730 - Vending Machine Repairer	14.01
99740 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor

or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties)

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contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2467
Revision No.: 27
Date of Last Revision: 08/11/2004

This wage determination applies to the entire state of RHODE ISLAND Excluding the cities and towns in PROVIDENCE county listed below:

PROVIDENCE County: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket.

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.49
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01070 - Messenger (Courier)	10.45
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01532 - Travel Clerk II	10.76
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01611 - Word Processor I	11.49
01612 - Word Processor II	13.46
01613 - Word Processor III	15.10
03000 - Automatic Data Processing Occupations	
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05000 - Automotive Service Occupations	
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07000 - Food Preparation and Service Occupations	
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07041 - Cook I	11.76
07042 - Cook II	12.83
07070 - Dishwasher	7.63
07130 - Meat Cutter	14.06
07250 - Waiter/Waitress	7.81
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09040 - Furniture Handler	12.34
09070 - Furniture Refinisher	16.45
09100 - Furniture Refinisher Helper	13.70
09110 - Furniture Repairer, Minor	15.07
09130 - Upholsterer	16.45
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.95
11060 - Elevator Operator	9.95
11090 - Gardener	12.79
11121 - House Keeping Aid I	9.20
11122 - House Keeping Aid II	10.05
11150 - Janitor	10.56
11210 - Laborer, Grounds Maintenance	10.88
11240 - Maid or Houseman	9.43
11270 - Pest Controller	13.88
11300 - Refuse Collector	10.56
11330 - Tractor Operator	12.17

11360 - Window Cleaner	11.22
12000 - Health Occupations	
12020 - Dental Assistant	15.17
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.82
12071 - Licensed Practical Nurse I	12.12
12072 - Licensed Practical Nurse II	13.60
12073 - Licensed Practical Nurse III	15.21
12100 - Medical Assistant	11.16
12130 - Medical Laboratory Technician	13.60
12160 - Medical Record Clerk	10.25
12190 - Medical Record Technician	14.21
12221 - Nursing Assistant I	8.50
12222 - Nursing Assistant II	9.56
12223 - Nursing Assistant III	10.44
12224 - Nursing Assistant IV	11.70
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.77
12311 - Registered Nurse I	18.05
12312 - Registered Nurse II	22.09
12313 - Registered Nurse II, Specialist	22.09
12314 - Registered Nurse III	26.73
12315 - Registered Nurse III, Anesthetist	26.73
12316 - Registered Nurse IV	32.02
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.48
13011 - Exhibits Specialist I	16.56
13012 - Exhibits Specialist II	19.43
13013 - Exhibits Specialist III	23.78
13041 - Illustrator I	14.53
13042 - Illustrator II	20.57
13043 - Illustrator III	22.88
13047 - Librarian	22.73
13050 - Library Technician	12.28
13071 - Photographer I	13.40
13072 - Photographer II	15.75
13073 - Photographer III	20.87
13074 - Photographer IV	21.11
13075 - Photographer V	23.57
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.36
15030 - Counter Attendant	8.36
15040 - Dry Cleaner	10.13
15070 - Finisher, Flatwork, Machine	8.36
15090 - Presser, Hand	8.36
15100 - Presser, Machine, Drycleaning	8.36
15130 - Presser, Machine, Shirts	8.36
15160 - Presser, Machine, Wearing Apparel, Laundry	8.36
15190 - Sewing Machine Operator	10.69
15220 - Tailor	11.29
15250 - Washer, Machine	8.83
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.23
19040 - Tool and Die Maker	20.68
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.77
21020 - Material Coordinator	16.82
21030 - Material Expediter	16.82
21040 - Material Handling Laborer	10.82
21050 - Order Filler	10.38
21071 - Forklift Operator	12.64
21080 - Production Line Worker (Food Processing)	13.80
21100 - Shipping/Receiving Clerk	12.04
21130 - Shipping Packer	12.04

21140 - Store Worker I	10.73
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.44
21210 - Tools and Parts Attendant	13.80
21400 - Warehouse Specialist	13.80
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.88
23040 - Aircraft Mechanic Helper	16.70
23050 - Aircraft Quality Control Inspector	21.70
23060 - Aircraft Servicer	18.37
23070 - Aircraft Worker	17.46
23100 - Appliance Mechanic	16.56
23120 - Bicycle Repairer	14.56
23125 - Cable Splicer	19.70
23130 - Carpenter, Maintenance	18.41
23140 - Carpet Layer	19.93
23160 - Electrician, Maintenance	20.80
23181 - Electronics Technician, Maintenance I	18.40
23182 - Electronics Technician, Maintenance II	19.12
23183 - Electronics Technician, Maintenance III	19.86
23260 - Fabric Worker	15.94
23290 - Fire Alarm System Mechanic	17.25
23310 - Fire Extinguisher Repairer	15.39
23340 - Fuel Distribution System Mechanic	19.77
23370 - General Maintenance Worker	15.76
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.73
23430 - Heavy Equipment Mechanic	17.83
23440 - Heavy Equipment Operator	22.40
23460 - Instrument Mechanic	18.11
23470 - Laborer	9.60
23500 - Locksmith	16.45
23530 - Machinery Maintenance Mechanic	16.79
23550 - Machinist, Maintenance	16.30
23580 - Maintenance Trades Helper	12.19
23640 - Millwright	18.53
23700 - Office Appliance Repairer	17.39
23740 - Painter, Aircraft	17.20
23760 - Painter, Maintenance	15.30
23790 - Pipefitter, Maintenance	19.21
23800 - Plumber, Maintenance	18.94
23820 - Pneudraulic Systems Mechanic	18.11
23850 - Rigger	17.25
23870 - Scale Mechanic	16.66
23890 - Sheet-Metal Worker, Maintenance	20.04
23910 - Small Engine Mechanic	15.76
23930 - Telecommunication Mechanic I	19.49
23931 - Telecommunication Mechanic II	19.73
23950 - Telephone Lineman	19.49
23960 - Welder, Combination, Maintenance	16.79
23965 - Well Driller	19.70
23970 - Woodcraft Worker	17.82
23980 - Woodworker	14.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.12
24580 - Child Care Center Clerk	10.24
24600 - Chore Aid	8.88
24630 - Homemaker	14.20
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.25
25040 - Sewage Plant Operator	16.93
25070 - Stationary Engineer	19.25
25190 - Ventilation Equipment Tender	14.18
25210 - Water Treatment Plant Operator	16.93
27000 - Protective Service Occupations	

(not set) - Police Officer	22.29
27004 - Alarm Monitor	12.97
27006 - Corrections Officer	19.56
27010 - Court Security Officer	20.44
27040 - Detention Officer	19.56
27070 - Firefighter	20.40
27101 - Guard I	9.77
27102 - Guard II	12.97
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.66
28020 - Hatch Tender	16.66
28030 - Line Handler	16.66
28040 - Stevedore I	14.83
28050 - Stevedore II	17.68
29000 - Technical Occupations	
21150 - Graphic Artist	20.75
29010 - Air Traffic Control Specialist, Center (2)	29.93
29011 - Air Traffic Control Specialist, Station (2)	20.63
29012 - Air Traffic Control Specialist, Terminal (2)	22.72
29023 - Archeological Technician I	14.03
29024 - Archeological Technician II	15.69
29025 - Archeological Technician III	19.43
29030 - Cartographic Technician	19.43
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.11
29040 - Civil Engineering Technician	19.43
29061 - Drafter I	13.98
29062 - Drafter II	16.62
29063 - Drafter III	18.87
29064 - Drafter IV	19.43
29081 - Engineering Technician I	12.77
29082 - Engineering Technician II	14.33
29083 - Engineering Technician III	16.04
29084 - Engineering Technician IV	19.85
29085 - Engineering Technician V	23.47
29086 - Engineering Technician VI	29.71
29090 - Environmental Technician	18.08
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	22.44
29210 - Laboratory Technician	24.71
29240 - Mathematical Technician	19.43
29361 - Paralegal/Legal Assistant I	14.17
29362 - Paralegal/Legal Assistant II	17.69
29363 - Paralegal/Legal Assistant III	18.97
29364 - Paralegal/Legal Assistant IV	22.98
29390 - Photooptics Technician	19.45
29480 - Technical Writer	25.53
29491 - Unexploded Ordnance (UXO) Technician I	19.02
29492 - Unexploded Ordnance (UXO) Technician II	23.12
29493 - Unexploded Ordnance (UXO) Technician III	27.58
29494 - Unexploded (UXO) Safety Escort	19.02
29495 - Unexploded (UXO) Sweep Personnel	19.02
29620 - Weather Observer, Senior (3)	17.66
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.77
29622 - Weather Observer, Upper Air (3)	17.77
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.06
31260 - Parking and Lot Attendant	9.04
31290 - Shuttle Bus Driver	13.15
31300 - Taxi Driver	9.47
31361 - Truckdriver, Light Truck	13.15
31362 - Truckdriver, Medium Truck	13.66
31363 - Truckdriver, Heavy Truck	16.34
31364 - Truckdriver, Tractor-Trailer	18.78

99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.27
99030 - Cashier	8.88
99041 - Carnival Equipment Operator	10.42
99042 - Carnival Equipment Repairer	10.95
99043 - Carnival Worker	8.77
99050 - Desk Clerk	9.19
99095 - Embalmer	23.13
99300 - Lifeguard	9.99
99310 - Mortician	23.13
99350 - Park Attendant (Aide)	12.55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.95
99500 - Recreation Specialist	11.48
99510 - Recycling Worker	11.41
99610 - Sales Clerk	10.26
99620 - School Crossing Guard (Crosswalk Attendant)	10.53
99630 - Sport Official	9.99
99658 - Survey Party Chief (Chief of Party)	11.20
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.88
99660 - Surveying Aide	8.90
99690 - Swimming Pool Operator	14.39
99720 - Vending Machine Attendant	12.55
99730 - Vending Machine Repairer	14.39
99740 - Vending Machine Repairer Helper	12.55

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a

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regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage
Page 7

and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2339
Revision No.: 23
Date of Last Revision: 06/28/2004

This wage determination applies to the entire state of NEW HAMPSHIRE Excluding the cities and towns in ROCKINGHAM county listed below:

ROCKINGHAM County: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham.

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.89
01012 - Accounting Clerk II	11.88
01013 - Accounting Clerk III	13.34
01014 - Accounting Clerk IV	14.91
01030 - Court Reporter	13.50
01050 - Dispatcher, Motor Vehicle	14.62
01060 - Document Preparation Clerk	12.34
01070 - Messenger (Courier)	10.27
01090 - Duplicating Machine Operator	11.59
01110 - Film/Tape Librarian	12.11
01115 - General Clerk I	9.25
01116 - General Clerk II	10.46
01117 - General Clerk III	11.65
01118 - General Clerk IV	13.07
01120 - Housing Referral Assistant	15.78
01131 - Key Entry Operator I	10.68
01132 - Key Entry Operator II	12.88
01191 - Order Clerk I	12.01
01192 - Order Clerk II	13.40
01261 - Personnel Assistant (Employment) I	11.02
01262 - Personnel Assistant (Employment) II	12.38
01263 - Personnel Assistant (Employment) III	13.85
01264 - Personnel Assistant (Employment) IV	16.16
01270 - Production Control Clerk	16.51
01290 - Rental Clerk	10.83
01300 - Scheduler, Maintenance	12.29
01311 - Secretary I	12.29
01312 - Secretary II	13.50
01313 - Secretary III	15.78
01314 - Secretary IV	18.00
01315 - Secretary V	19.94
01320 - Service Order Dispatcher	13.30
01341 - Stenographer I	11.00
01342 - Stenographer II	12.28
01400 - Supply Technician	18.00
01420 - Survey Worker (Interviewer)	11.90
01460 - Switchboard Operator-Receptionist	10.57
01510 - Test Examiner	13.50
01520 - Test Proctor	13.50
01531 - Travel Clerk I	11.18

01532 - Travel Clerk II	11.86
01533 - Travel Clerk III	12.57
01611 - Word Processor I	11.31
01612 - Word Processor II	12.70
01613 - Word Processor III	13.96
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.61
03041 - Computer Operator I	11.61
03042 - Computer Operator II	13.52
03043 - Computer Operator III	18.01
03044 - Computer Operator IV	20.00
03045 - Computer Operator V	22.15
03071 - Computer Programmer I (1)	15.92
03072 - Computer Programmer II (1)	17.93
03073 - Computer Programmer III (1)	24.52
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	25.52
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.65
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	16.43
05010 - Automotive Glass Installer	14.41
05040 - Automotive Worker	14.34
05070 - Electrician, Automotive	15.13
05100 - Mobile Equipment Servicer	12.80
05130 - Motor Equipment Metal Mechanic	15.91
05160 - Motor Equipment Metal Worker	14.34
05190 - Motor Vehicle Mechanic	15.63
05220 - Motor Vehicle Mechanic Helper	12.06
05250 - Motor Vehicle Upholstery Worker	13.57
05280 - Motor Vehicle Wrecker	14.34
05310 - Painter, Automotive	16.45
05340 - Radiator Repair Specialist	14.34
05370 - Tire Repairer	12.26
05400 - Transmission Repair Specialist	15.91
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.86
07010 - Baker	10.99
07041 - Cook I	9.17
07042 - Cook II	10.65
07070 - Dishwasher	7.78
07130 - Meat Cutter	13.45
07250 - Waiter/Waitress	7.48
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.00
09040 - Furniture Handler	11.63
09070 - Furniture Refinisher	16.50
09100 - Furniture Refinisher Helper	13.15
09110 - Furniture Repairer, Minor	14.81
09130 - Upholsterer	15.00
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.05
11060 - Elevator Operator	9.87
11090 - Gardener	12.45
11121 - House Keeping Aid I	9.04
11122 - House Keeping Aid II	9.87
11150 - Janitor	10.22
11210 - Laborer, Grounds Maintenance	11.46
11240 - Maid or Houseman	9.04
11270 - Pest Controller	13.30
11300 - Refuse Collector	11.04
11330 - Tractor Operator	11.77

11360 - Window Cleaner	10.92
12000 - Health Occupations	
12020 - Dental Assistant	13.98
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.51
12071 - Licensed Practical Nurse I	12.75
12072 - Licensed Practical Nurse II	14.31
12073 - Licensed Practical Nurse III	16.01
12100 - Medical Assistant	12.35
12130 - Medical Laboratory Technician	14.81
12160 - Medical Record Clerk	11.69
12190 - Medical Record Technician	14.04
12221 - Nursing Assistant I	9.01
12222 - Nursing Assistant II	10.12
12223 - Nursing Assistant III	11.05
12224 - Nursing Assistant IV	12.40
12250 - Pharmacy Technician	12.64
12280 - Phlebotomist	12.82
12311 - Registered Nurse I	18.04
12312 - Registered Nurse II	22.07
12313 - Registered Nurse II, Specialist	22.07
12314 - Registered Nurse III	26.70
12315 - Registered Nurse III, Anesthetist	26.70
12316 - Registered Nurse IV	32.00
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.84
13011 - Exhibits Specialist I	16.49
13012 - Exhibits Specialist II	19.62
13013 - Exhibits Specialist III	24.01
13041 - Illustrator I	12.93
13042 - Illustrator II	18.06
13043 - Illustrator III	21.79
13047 - Librarian	19.44
13050 - Library Technician	12.24
13071 - Photographer I	12.02
13072 - Photographer II	13.51
13073 - Photographer III	17.28
13074 - Photographer IV	20.84
13075 - Photographer V	25.33
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.42
15030 - Counter Attendant	8.42
15040 - Dry Cleaner	11.18
15070 - Finisher, Flatwork, Machine	8.42
15090 - Presser, Hand	8.42
15100 - Presser, Machine, Drycleaning	8.42
15130 - Presser, Machine, Shirts	8.42
15160 - Presser, Machine, Wearing Apparel, Laundry	8.42
15190 - Sewing Machine Operator	11.86
15220 - Tailor	12.39
15250 - Washer, Machine	9.36
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.49
19040 - Tool and Die Maker	19.47
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.00
21020 - Material Coordinator	17.54
21030 - Material Expediter	17.54
21040 - Material Handling Laborer	10.64
21050 - Order Filler	10.35
21071 - Forklift Operator	13.25
21080 - Production Line Worker (Food Processing)	13.25
21100 - Shipping/Receiving Clerk	12.37
21130 - Shipping Packer	12.37

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21140 - Store Worker I	10.82
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.17
21210 - Tools and Parts Attendant	13.25
21400 - Warehouse Specialist	13.25
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.54
23040 - Aircraft Mechanic Helper	14.72
23050 - Aircraft Quality Control Inspector	21.35
23060 - Aircraft Servicer	16.59
23070 - Aircraft Worker	17.54
23100 - Appliance Mechanic	18.35
23120 - Bicycle Repairer	12.26
23125 - Cable Splicer	22.19
23130 - Carpenter, Maintenance	15.65
23140 - Carpet Layer	17.49
23160 - Electrician, Maintenance	18.77
23181 - Electronics Technician, Maintenance I	15.82
23182 - Electronics Technician, Maintenance II	18.59
23183 - Electronics Technician, Maintenance III	22.11
23260 - Fabric Worker	15.11
23290 - Fire Alarm System Mechanic	17.36
23310 - Fire Extinguisher Repairer	14.26
23340 - Fuel Distribution System Mechanic	19.10
23370 - General Maintenance Worker	14.66
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.80
23430 - Heavy Equipment Mechanic	16.65
23440 - Heavy Equipment Operator	16.90
23460 - Instrument Mechanic	17.74
23470 - Laborer	10.64
23500 - Locksmith	16.69
23530 - Machinery Maintenance Mechanic	18.75
23550 - Machinist, Maintenance	16.42
23580 - Maintenance Trades Helper	11.96
23640 - Millwright	18.43
23700 - Office Appliance Repairer	16.88
23740 - Painter, Aircraft	16.31
23760 - Painter, Maintenance	15.00
23790 - Pipefitter, Maintenance	18.93
23800 - Plumber, Maintenance	17.34
23820 - Pneudraulic Systems Mechanic	17.74
23850 - Rigger	17.74
23870 - Scale Mechanic	15.97
23890 - Sheet-Metal Worker, Maintenance	16.09
23910 - Small Engine Mechanic	14.32
23930 - Telecommunication Mechanic I	19.60
23931 - Telecommunication Mechanic II	21.24
23950 - Telephone Lineman	19.60
23960 - Welder, Combination, Maintenance	16.76
23965 - Well Driller	17.21
23970 - Woodcraft Worker	17.74
23980 - Woodworker	12.69
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.75
24580 - Child Care Center Clerk	10.91
24600 - Chore Aid	8.67
24630 - Homemaker	12.85
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17.44
25040 - Sewage Plant Operator	16.48
25070 - Stationary Engineer	17.44
25190 - Ventilation Equipment Tender	13.26
25210 - Water Treatment Plant Operator	16.48
27000 - Protective Service Occupations	

(not set) - Police Officer	20.49
27004 - Alarm Monitor	13.35
27006 - Corrections Officer	17.69
27010 - Court Security Officer	18.18
27040 - Detention Officer	17.69
27070 - Firefighter	17.26
27101 - Guard I	10.40
27102 - Guard II	15.16
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.37
28020 - Hatch Tender	17.37
28030 - Line Handler	17.37
28040 - Stevedore I	15.75
28050 - Stevedore II	17.57
29000 - Technical Occupations	
21150 - Graphic Artist	18.26
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	16.95
29024 - Archeological Technician II	18.96
29025 - Archeological Technician III	23.50
29030 - Cartographic Technician	22.35
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.52
29040 - Civil Engineering Technician	18.57
29061 - Drafter I	14.08
29062 - Drafter II	15.82
29063 - Drafter III	18.96
29064 - Drafter IV	23.50
29081 - Engineering Technician I	12.73
29082 - Engineering Technician II	14.28
29083 - Engineering Technician III	19.94
29084 - Engineering Technician IV	21.61
29085 - Engineering Technician V	24.72
29086 - Engineering Technician VI	29.92
29090 - Environmental Technician	17.86
29100 - Flight Simulator/Instructor (Pilot)	29.98
29160 - Instructor	22.47
29210 - Laboratory Technician	18.02
29240 - Mathematical Technician	18.06
29361 - Paralegal/Legal Assistant I	14.66
29362 - Paralegal/Legal Assistant II	18.08
29363 - Paralegal/Legal Assistant III	21.17
29364 - Paralegal/Legal Assistant IV	26.75
29390 - Photooptics Technician	19.95
29480 - Technical Writer	27.29
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	20.75
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.68
29622 - Weather Observer, Upper Air (3)	18.68
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.43
31260 - Parking and Lot Attendant	9.22
31290 - Shuttle Bus Driver	13.59
31300 - Taxi Driver	11.16
31361 - Truckdriver, Light Truck	13.59
31362 - Truckdriver, Medium Truck	14.51
31363 - Truckdriver, Heavy Truck	15.32
31364 - Truckdriver, Tractor-Trailer	15.32

99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.93
99030 - Cashier	8.16
99041 - Carnival Equipment Operator	9.78
99042 - Carnival Equipment Repairer	10.35
99043 - Carnival Worker	8.10
99050 - Desk Clerk	9.59
99095 - Embalmer	23.05
99300 - Lifeguard	10.19
99310 - Mortician	26.62
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.26
99500 - Recreation Specialist	12.12
99510 - Recycling Worker	13.22
99610 - Sales Clerk	10.66
99620 - School Crossing Guard (Crosswalk Attendant)	9.11
99630 - Sport Official	9.60
99658 - Survey Party Chief (Chief of Party)	15.20
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.82
99660 - Surveying Aide	9.25
99690 - Swimming Pool Operator	13.50
99720 - Vending Machine Attendant	11.33
99730 - Vending Machine Repairer	13.36
99740 - Vending Machine Repairer Helper	11.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

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you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as
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amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2089
Revision No.: 24
Date of Last Revision: 06/17/2004

Applicable statewide in Connecticut, excluding Fairfield County, New Haven County, New London County, excluding Colchester Town and the Hartford Metropolitan Statistical Area defined below:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford Town, Manchester Town, Marlborough Town, Newington Town, Rocky

Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND TOWN - Andover City, Bolton City, Columbia Town, Coventry Town, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.66
01012 - Accounting Clerk II	14.00
01013 - Accounting Clerk III	15.99
01014 - Accounting Clerk IV	20.48
01030 - Court Reporter	17.89
01050 - Dispatcher, Motor Vehicle	16.84
01060 - Document Preparation Clerk	12.44
01070 - Messenger (Courier)	11.12
01090 - Duplicating Machine Operator	12.44
01110 - Film/Tape Librarian	12.83
01115 - General Clerk I	10.03
01116 - General Clerk II	11.63
01117 - General Clerk III	13.15
01118 - General Clerk IV	16.62
01120 - Housing Referral Assistant	21.74
01131 - Key Entry Operator I	11.40
01132 - Key Entry Operator II	12.63
01191 - Order Clerk I	13.93
01192 - Order Clerk II	18.40
01261 - Personnel Assistant (Employment) I	13.71
01262 - Personnel Assistant (Employment) II	15.86
01263 - Personnel Assistant (Employment) III	17.14
01264 - Personnel Assistant (Employment) IV	20.32
01270 - Production Control Clerk	18.22
01290 - Rental Clerk	14.11
01300 - Scheduler, Maintenance	15.86

01311 - Secretary I	15.86
01312 - Secretary II	17.89
01313 - Secretary III	21.74
01314 - Secretary IV	23.92
01315 - Secretary V	27.66
01320 - Service Order Dispatcher	16.20
01341 - Stenographer I	13.79
01342 - Stenographer II	15.98
01400 - Supply Technician	23.92
01420 - Survey Worker (Interviewer)	15.40
01460 - Switchboard Operator-Receptionist	12.02
01510 - Test Examiner	17.89
01520 - Test Proctor	17.89
01531 - Travel Clerk I	10.56
01532 - Travel Clerk II	11.51
01533 - Travel Clerk III	12.53
01611 - Word Processor I	12.60
01612 - Word Processor II	15.39
01613 - Word Processor III	16.43
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.01
03041 - Computer Operator I	13.01
03042 - Computer Operator II	14.55
03043 - Computer Operator III	19.20
03044 - Computer Operator IV	24.21
03045 - Computer Operator V	26.82
03071 - Computer Programmer I (1)	20.71
03072 - Computer Programmer II (1)	22.87
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	25.77
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.01
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.76
05010 - Automotive Glass Installer	19.54
05040 - Automotive Worker	19.54
05070 - Electrician, Automotive	20.20
05100 - Mobile Equipment Servicer	18.34
05130 - Motor Equipment Metal Mechanic	20.76
05160 - Motor Equipment Metal Worker	19.54
05190 - Motor Vehicle Mechanic	18.70
05220 - Motor Vehicle Mechanic Helper	17.67
05250 - Motor Vehicle Upholstery Worker	18.97
05280 - Motor Vehicle Wrecker	19.54
05310 - Painter, Automotive	18.18
05340 - Radiator Repair Specialist	17.58
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	18.69
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.89
07010 - Baker	11.10
07041 - Cook I	12.05
07042 - Cook II	12.07
07070 - Dishwasher	9.74
07130 - Meat Cutter	14.98
07250 - Waiter/Waitress	10.14
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	20.20
09040 - Furniture Handler	16.46
09070 - Furniture Refinisher	20.20
09100 - Furniture Refinisher Helper	17.67

09110 - Furniture Repairer, Minor	18.97
09130 - Upholsterer	20.20
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.29
11060 - Elevator Operator	10.71
11090 - Gardener	13.41
11121 - House Keeping Aid I	9.74
11122 - House Keeping Aid II	10.71
11150 - Janitor	11.11
11210 - Laborer, Grounds Maintenance	12.51
11240 - Maid or Houseman	9.74
11270 - Pest Controller	13.68
11300 - Refuse Collector	12.62
11330 - Tractor Operator	13.33
11360 - Window Cleaner	11.57
12000 - Health Occupations	
12020 - Dental Assistant	16.73
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.02
12071 - Licensed Practical Nurse I	12.12
12072 - Licensed Practical Nurse II	13.60
12073 - Licensed Practical Nurse III	15.21
12100 - Medical Assistant	12.36
12130 - Medical Laboratory Technician	13.60
12160 - Medical Record Clerk	11.06
12190 - Medical Record Technician	15.58
12221 - Nursing Assistant I	9.57
12222 - Nursing Assistant II	11.32
12223 - Nursing Assistant III	12.34
12224 - Nursing Assistant IV	13.15
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.08
12311 - Registered Nurse I	20.72
12312 - Registered Nurse II	25.38
12313 - Registered Nurse II, Specialist	25.38
12314 - Registered Nurse III	30.70
12315 - Registered Nurse III, Anesthetist	30.70
12316 - Registered Nurse IV	36.37
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.10
13011 - Exhibits Specialist I	18.07
13012 - Exhibits Specialist II	22.37
13013 - Exhibits Specialist III	27.39
13041 - Illustrator I	18.07
13042 - Illustrator II	22.37
13043 - Illustrator III	27.39
13047 - Librarian	28.07
13050 - Library Technician	16.09
13071 - Photographer I	14.00
13072 - Photographer II	17.98
13073 - Photographer III	22.26
13074 - Photographer IV	27.25
13075 - Photographer V	32.96
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.04
15030 - Counter Attendant	8.04
15040 - Dry Cleaner	10.28
15070 - Finisher, Flatwork, Machine	8.04
15090 - Presser, Hand	8.04
15100 - Presser, Machine, Drycleaning	8.04
15130 - Presser, Machine, Shirts	8.04
15160 - Presser, Machine, Wearing Apparel, Laundry	8.04
15190 - Sewing Machine Operator	11.22
15220 - Tailor	12.13

15250 - Washer, Machine	8.76
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	20.89
19040 - Tool and Die Maker	22.48
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	21.19
21020 - Material Coordinator	18.32
21030 - Material Expediter	18.32
21040 - Material Handling Laborer	15.84
21050 - Order Filler	13.03
21071 - Forklift Operator	15.37
21080 - Production Line Worker (Food Processing)	15.77
21100 - Shipping/Receiving Clerk	14.82
21130 - Shipping Packer	14.91
21140 - Store Worker I	10.71
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.32
21210 - Tools and Parts Attendant	15.77
21400 - Warehouse Specialist	16.42
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22.11
23040 - Aircraft Mechanic Helper	17.67
23050 - Aircraft Quality Control Inspector	21.40
23060 - Aircraft Servicer	18.97
23070 - Aircraft Worker	19.54
23100 - Appliance Mechanic	20.20
23120 - Bicycle Repairer	17.72
23125 - Cable Splicer	24.94
23130 - Carpenter, Maintenance	20.20
23140 - Carpet Layer	19.94
23160 - Electrician, Maintenance	23.68
23181 - Electronics Technician, Maintenance I	17.88
23182 - Electronics Technician, Maintenance II	18.49
23183 - Electronics Technician, Maintenance III	21.88
23260 - Fabric Worker	19.94
23290 - Fire Alarm System Mechanic	20.76
23310 - Fire Extinguisher Repairer	18.34
23340 - Fuel Distribution System Mechanic	22.45
23370 - General Maintenance Worker	19.54
23400 - Heating, Refrigeration and Air Conditioning Mechanic	22.28
23430 - Heavy Equipment Mechanic	21.00
23440 - Heavy Equipment Operator	21.64
23460 - Instrument Mechanic	20.76
23470 - Laborer	12.11
23500 - Locksmith	20.20
23530 - Machinery Maintenance Mechanic	19.73
23550 - Machinist, Maintenance	20.76
23580 - Maintenance Trades Helper	17.62
23640 - Millwright	22.49
23700 - Office Appliance Repairer	20.20
23740 - Painter, Aircraft	20.81
23760 - Painter, Maintenance	19.78
23790 - Pipefitter, Maintenance	21.29
23800 - Plumber, Maintenance	20.20
23820 - Pneudraulic Systems Mechanic	20.76
23850 - Rigger	20.76
23870 - Scale Mechanic	19.54
23890 - Sheet-Metal Worker, Maintenance	20.76
23910 - Small Engine Mechanic	19.54
23930 - Telecommunication Mechanic I	20.76
23931 - Telecommunication Mechanic II	21.40
23950 - Telephone Lineman	20.76
23960 - Welder, Combination, Maintenance	20.76
23965 - Well Driller	22.38

23970 - Woodcraft Worker	21.44
23980 - Woodworker	18.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.50
24580 - Child Care Center Clerk	15.60
24600 - Chore Aid	9.66
24630 - Homemaker	22.09
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.00
25040 - Sewage Plant Operator	20.20
25070 - Stationary Engineer	21.00
25190 - Ventilation Equipment Tender	17.67
25210 - Water Treatment Plant Operator	20.20
27000 - Protective Service Occupations	
(not set) - Police Officer	25.20
27004 - Alarm Monitor	15.99
27006 - Corrections Officer	23.86
27010 - Court Security Officer	23.86
27040 - Detention Officer	23.86
27070 - Firefighter	24.28
27101 - Guard I	10.69
27102 - Guard II	15.37
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.49
28020 - Hatch Tender	18.49
28030 - Line Handler	18.49
28040 - Stevedore I	18.14
28050 - Stevedore II	19.32
29000 - Technical Occupations	
21150 - Graphic Artist	20.27
29010 - Air Traffic Control Specialist, Center (2)	29.93
29011 - Air Traffic Control Specialist, Station (2)	20.63
29012 - Air Traffic Control Specialist, Terminal (2)	22.72
29023 - Archeological Technician I	15.92
29024 - Archeological Technician II	17.83
29025 - Archeological Technician III	22.07
29030 - Cartographic Technician	24.24
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.77
29040 - Civil Engineering Technician	23.53
29061 - Drafter I	13.60
29062 - Drafter II	15.25
29063 - Drafter III	19.58
29064 - Drafter IV	24.24
29081 - Engineering Technician I	14.63
29082 - Engineering Technician II	16.40
29083 - Engineering Technician III	19.39
29084 - Engineering Technician IV	22.33
29085 - Engineering Technician V	26.49
29086 - Engineering Technician VI	32.03
29090 - Environmental Technician	19.72
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	24.83
29210 - Laboratory Technician	18.21
29240 - Mathematical Technician	23.47
29361 - Paralegal/Legal Assistant I	16.86
29362 - Paralegal/Legal Assistant II	23.10
29363 - Paralegal/Legal Assistant III	28.26
29364 - Paralegal/Legal Assistant IV	34.19
29390 - Photooptics Technician	22.41
29480 - Technical Writer	25.25
29491 - Unexploded Ordnance (UXO) Technician I	18.84
29492 - Unexploded Ordnance (UXO) Technician II	23.01
29493 - Unexploded Ordnance (UXO) Technician III	27.58

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29494 - Unexploded (UXO) Safety Escort	18.84
29495 - Unexploded (UXO) Sweep Personnel	18.84
29620 - Weather Observer, Senior (3)	19.16
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.24
29622 - Weather Observer, Upper Air (3)	17.24
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.72
31260 - Parking and Lot Attendant	9.54
31290 - Shuttle Bus Driver	12.30
31300 - Taxi Driver	10.86
31361 - Truckdriver, Light Truck	12.30
31362 - Truckdriver, Medium Truck	16.36
31363 - Truckdriver, Heavy Truck	17.57
31364 - Truckdriver, Tractor-Trailer	17.57
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.55
99030 - Cashier	10.53
99041 - Carnival Equipment Operator	9.26
99042 - Carnival Equipment Repairer	9.76
99043 - Carnival Worker	9.10
99050 - Desk Clerk	12.50
99095 - Embalmer	20.05
99300 - Lifeguard	11.15
99310 - Mortician	21.05
99350 - Park Attendant (Aide)	13.99
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.15
99500 - Recreation Specialist	17.34
99510 - Recycling Worker	10.95
99610 - Sales Clerk	11.36
99620 - School Crossing Guard (Crosswalk Attendant)	10.77
99630 - Sport Official	11.15
99658 - Survey Party Chief (Chief of Party)	19.49
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.09
99660 - Surveying Aide	14.75
99690 - Swimming Pool Operator	12.10
99720 - Vending Machine Attendant	10.95
99730 - Vending Machine Repairer	12.32
99740 - Vending Machine Repairer Helper	10.95

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

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those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report

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of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2087
Revision No.: 27
Date of Last Revision: 04/12/2005

Applicable in the state of Connecticut in the Hartford Standard Metropolitan
Statistical Area as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East
Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town,
Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky

Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town,
Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton City, Columbia Town, Coventry City, Ellington
City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.26
01012 - Accounting Clerk II	13.20
01013 - Accounting Clerk III	15.99
01014 - Accounting Clerk IV	18.48
01030 - Court Reporter	15.51
01050 - Dispatcher, Motor Vehicle	12.32
01060 - Document Preparation Clerk	14.41
01070 - Messenger (Courier)	11.12
01090 - Duplicating Machine Operator	14.41
01110 - Film/Tape Librarian	13.10
01115 - General Clerk I	12.00
01116 - General Clerk II	13.50
01117 - General Clerk III	16.04
01118 - General Clerk IV	17.84
01120 - Housing Referral Assistant	20.30
01131 - Key Entry Operator I	12.63
01132 - Key Entry Operator II	17.16
01191 - Order Clerk I	12.30
01192 - Order Clerk II	13.68
01261 - Personnel Assistant (Employment) I	13.28
01262 - Personnel Assistant (Employment) II	15.47
01263 - Personnel Assistant (Employment) III	17.73
01264 - Personnel Assistant (Employment) IV	20.30
01270 - Production Control Clerk	18.32
01290 - Rental Clerk	14.06
01300 - Scheduler, Maintenance	15.49
01311 - Secretary I	15.86

01312 - Secretary II	17.76
01313 - Secretary III	19.79
01314 - Secretary IV	21.98
01315 - Secretary V	24.85
01320 - Service Order Dispatcher	14.83
01341 - Stenographer I	14.81
01342 - Stenographer II	15.11
01400 - Supply Technician	21.01
01420 - Survey Worker (Interviewer)	17.11
01460 - Switchboard Operator-Receptionist	11.57
01510 - Test Examiner	17.76
01520 - Test Proctor	17.76
01531 - Travel Clerk I	11.24
01532 - Travel Clerk II	12.25
01533 - Travel Clerk III	13.33
01611 - Word Processor I	13.91
01612 - Word Processor II	15.61
01613 - Word Processor III	17.47
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.97
03041 - Computer Operator I	14.97
03042 - Computer Operator II	17.81
03043 - Computer Operator III	20.82
03044 - Computer Operator IV	23.13
03045 - Computer Operator V	25.62
03071 - Computer Programmer I (1)	19.21
03072 - Computer Programmer II (1)	23.79
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	26.81
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.97
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.36
05010 - Automotive Glass Installer	19.45
05040 - Automotive Worker	17.68
05070 - Electrician, Automotive	18.43
05100 - Mobile Equipment Servicer	16.23
05130 - Motor Equipment Metal Mechanic	19.19
05160 - Motor Equipment Metal Worker	17.68
05190 - Motor Vehicle Mechanic	18.71
05220 - Motor Vehicle Mechanic Helper	15.47
05250 - Motor Vehicle Upholstery Worker	16.97
05280 - Motor Vehicle Wrecker	17.68
05310 - Painter, Automotive	18.50
05340 - Radiator Repair Specialist	17.68
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	19.19
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.94
07010 - Baker	12.99
07041 - Cook I	12.20
07042 - Cook II	13.29
07070 - Dishwasher	9.94
07130 - Meat Cutter	18.98
07250 - Waiter/Waitress	10.21
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	13.89
09070 - Furniture Refinisher	18.43
09100 - Furniture Refinisher Helper	15.47
09110 - Furniture Repairer, Minor	16.97

09130 - Upholsterer	18.43
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.29
11060 - Elevator Operator	11.13
11090 - Gardener	14.60
11121 - House Keeping Aid I	10.74
11122 - House Keeping Aid II	11.02
11150 - Janitor	12.86
11210 - Laborer, Grounds Maintenance	12.51
11240 - Maid or Houseman	10.74
11270 - Pest Controller	15.09
11300 - Refuse Collector	13.79
11330 - Tractor Operator	13.92
11360 - Window Cleaner	12.99
12000 - Health Occupations	
12020 - Dental Assistant	15.97
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.97
12071 - Licensed Practical Nurse I	13.33
12072 - Licensed Practical Nurse II	14.96
12073 - Licensed Practical Nurse III	16.73
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	14.97
12160 - Medical Record Clerk	14.16
12190 - Medical Record Technician	15.36
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.69
12223 - Nursing Assistant III	11.66
12224 - Nursing Assistant IV	13.08
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.08
12311 - Registered Nurse I	19.75
12312 - Registered Nurse II	24.17
12313 - Registered Nurse II, Specialist	24.17
12314 - Registered Nurse III	29.24
12315 - Registered Nurse III, Anesthetist	29.24
12316 - Registered Nurse IV	35.01
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.37
13011 - Exhibits Specialist I	16.64
13012 - Exhibits Specialist II	20.70
13013 - Exhibits Specialist III	24.31
13041 - Illustrator I	15.75
13042 - Illustrator II	19.60
13043 - Illustrator III	23.30
13047 - Librarian	24.62
13050 - Library Technician	14.97
13071 - Photographer I	14.87
13072 - Photographer II	18.49
13073 - Photographer III	21.27
13074 - Photographer IV	25.96
13075 - Photographer V	31.48
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.04
15030 - Counter Attendant	8.04
15040 - Dry Cleaner	10.28
15070 - Finisher, Flatwork, Machine	8.04
15090 - Presser, Hand	8.04
15100 - Presser, Machine, Drycleaning	8.58
15130 - Presser, Machine, Shirts	8.04
15160 - Presser, Machine, Wearing Apparel, Laundry	8.04
15190 - Sewing Machine Operator	11.22
15220 - Tailor	12.91
15250 - Washer, Machine	8.76

19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.77
19040 - Tool and Die Maker	21.82
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	19.64
21020 - Material Coordinator	19.52
21030 - Material Expediter	19.52
21040 - Material Handling Laborer	13.94
21050 - Order Filler	12.93
21071 - Forklift Operator	15.47
21080 - Production Line Worker (Food Processing)	15.47
21100 - Shipping/Receiving Clerk	14.63
21130 - Shipping Packer	14.89
21140 - Store Worker I	10.99
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.72
21210 - Tools and Parts Attendant	15.47
21400 - Warehouse Specialist	15.47
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.52
23040 - Aircraft Mechanic Helper	17.35
23050 - Aircraft Quality Control Inspector	22.30
23060 - Aircraft Servicer	19.03
23070 - Aircraft Worker	19.83
23100 - Appliance Mechanic	18.43
23120 - Bicycle Repairer	15.68
23125 - Cable Splicer	24.28
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	18.45
23160 - Electrician, Maintenance	21.64
23181 - Electronics Technician, Maintenance I	20.33
23182 - Electronics Technician, Maintenance II	21.19
23183 - Electronics Technician, Maintenance III	22.07
23260 - Fabric Worker	17.75
23290 - Fire Alarm System Mechanic	20.08
23310 - Fire Extinguisher Repairer	16.97
23340 - Fuel Distribution System Mechanic	23.22
23370 - General Maintenance Worker	17.68
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.11
23430 - Heavy Equipment Mechanic	21.00
23440 - Heavy Equipment Operator	21.64
23460 - Instrument Mechanic	20.08
23470 - Laborer	12.11
23500 - Locksmith	19.27
23530 - Machinery Maintenance Mechanic	20.09
23550 - Machinist, Maintenance	19.19
23580 - Maintenance Trades Helper	15.47
23640 - Millwright	22.49
23700 - Office Appliance Repairer	19.27
23740 - Painter, Aircraft	20.81
23760 - Painter, Maintenance	18.43
23790 - Pipefitter, Maintenance	20.14
23800 - Plumber, Maintenance	19.01
23820 - Pneudraulic Systems Mechanic	20.08
23850 - Rigger	20.08
23870 - Scale Mechanic	18.49
23890 - Sheet-Metal Worker, Maintenance	19.49
23910 - Small Engine Mechanic	17.68
23930 - Telecommunication Mechanic I	20.04
23931 - Telecommunication Mechanic II	20.75
23950 - Telephone Lineman	20.04
23960 - Welder, Combination, Maintenance	19.19
23965 - Well Driller	19.19
23970 - Woodcraft Worker	20.08

23980 - Woodworker	16.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.33
24580 - Child Care Center Clerk	14.48
24600 - Chore Aid	9.66
24630 - Homemaker	17.18
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.00
25040 - Sewage Plant Operator	18.83
25070 - Stationary Engineer	21.00
25190 - Ventilation Equipment Tender	16.41
25210 - Water Treatment Plant Operator	18.83
27000 - Protective Service Occupations	
(not set) - Police Officer	25.20
27004 - Alarm Monitor	14.18
27006 - Corrections Officer	24.18
27010 - Court Security Officer	24.18
27040 - Detention Officer	24.18
27070 - Firefighter	25.41
27101 - Guard I	10.69
27102 - Guard II	15.16
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.34
28020 - Hatch Tender	20.34
28030 - Line Handler	20.34
28040 - Stevedore I	20.41
28050 - Stevedore II	22.15
29000 - Technical Occupations	
21150 - Graphic Artist	20.27
29010 - Air Traffic Control Specialist, Center (2)	32.41
29011 - Air Traffic Control Specialist, Station (2)	22.36
29012 - Air Traffic Control Specialist, Terminal (2)	24.61
29023 - Archeological Technician I	15.53
29024 - Archeological Technician II	16.35
29025 - Archeological Technician III	20.18
29030 - Cartographic Technician	20.17
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.74
29040 - Civil Engineering Technician	24.19
29061 - Drafter I	11.58
29062 - Drafter II	13.24
29063 - Drafter III	17.31
29064 - Drafter IV	21.53
29081 - Engineering Technician I	12.45
29082 - Engineering Technician II	14.22
29083 - Engineering Technician III	17.68
29084 - Engineering Technician IV	23.13
29085 - Engineering Technician V	26.60
29086 - Engineering Technician VI	30.58
29090 - Environmental Technician	19.28
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	22.81
29210 - Laboratory Technician	18.21
29240 - Mathematical Technician	20.18
29361 - Paralegal/Legal Assistant I	19.21
29362 - Paralegal/Legal Assistant II	23.79
29363 - Paralegal/Legal Assistant III	29.10
29364 - Paralegal/Legal Assistant IV	35.22
29390 - Photooptics Technician	20.18
29480 - Technical Writer	25.31
29491 - Unexploded Ordnance (UXO) Technician I	20.60
29492 - Unexploded Ordnance (UXO) Technician II	24.93
29493 - Unexploded Ordnance (UXO) Technician III	29.88
29494 - Unexploded (UXO) Safety Escort	20.60

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29495 - Unexploded (UXO) Sweep Personnel	20.60
29620 - Weather Observer, Senior (3)	19.14
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.20
29622 - Weather Observer, Upper Air (3)	17.20
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.97
31260 - Parking and Lot Attendant	9.66
31290 - Shuttle Bus Driver	14.63
31300 - Taxi Driver	15.47
31361 - Truckdriver, Light Truck	13.79
31362 - Truckdriver, Medium Truck	18.66
31363 - Truckdriver, Heavy Truck	19.50
31364 - Truckdriver, Tractor-Trailer	19.50
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.75
99030 - Cashier	9.37
99041 - Carnival Equipment Operator	11.36
99042 - Carnival Equipment Repairer	11.92
99043 - Carnival Worker	9.62
99050 - Desk Clerk	11.13
99095 - Embalmer	23.07
99300 - Lifeguard	10.83
99310 - Mortician	25.28
99350 - Park Attendant (Aide)	13.60
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.96
99500 - Recreation Specialist	15.40
99510 - Recycling Worker	14.44
99610 - Sales Clerk	11.36
99620 - School Crossing Guard (Crosswalk Attendant)	12.60
99630 - Sport Official	10.83
99658 - Survey Party Chief (Chief of Party)	16.26
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99690 - Swimming Pool Operator	15.09
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operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-3027
Revision No.: 4
Date of Last Revision: 08/06/2004

State: Connecticut

Area: Connecticut Counties of Fairfield, New Haven

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	13.50
01012 - Accounting Clerk II	14.92
01013 - Accounting Clerk III	15.32
01014 - Accounting Clerk IV	17.92
01030 - Court Reporter	19.26
01050 - Dispatcher, Motor Vehicle	20.34
01060 - Document Preparation Clerk	13.81
01070 - Messenger (Courier)	11.00
01090 - Duplicating Machine Operator	13.10
01110 - Film/Tape Librarian	14.96
01115 - General Clerk I	11.76
01116 - General Clerk II	13.22
01117 - General Clerk III	14.43
01118 - General Clerk IV	18.84
01120 - Housing Referral Assistant	19.92
01131 - Key Entry Operator I	12.98
01132 - Key Entry Operator II	14.17
01191 - Order Clerk I	15.93
01192 - Order Clerk II	21.03
01261 - Personnel Assistant (Employment) I	14.85
01262 - Personnel Assistant (Employment) II	16.67
01263 - Personnel Assistant (Employment) III	18.65
01264 - Personnel Assistant (Employment) IV	20.79
01270 - Production Control Clerk	18.97
01290 - Rental Clerk	16.65
01300 - Scheduler, Maintenance	16.92
01311 - Secretary I	16.92
01312 - Secretary II	19.21
01313 - Secretary III	20.45
01314 - Secretary IV	23.33
01315 - Secretary V	26.86
01320 - Service Order Dispatcher	18.18
01341 - Stenographer I	16.12
01342 - Stenographer II	18.79
01400 - Supply Technician	23.33
01420 - Survey Worker (Interviewer)	14.25
01460 - Switchboard Operator-Receptionist	14.10
01510 - Test Examiner	19.21
01520 - Test Proctor	19.21
01531 - Travel Clerk I	10.71
01532 - Travel Clerk II	11.66
01533 - Travel Clerk III	12.29

01611 - Word Processor I	14.52
01612 - Word Processor II	16.92
01613 - Word Processor III	18.94
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.04
03041 - Computer Operator I	14.98
03042 - Computer Operator II	16.78
03043 - Computer Operator III	20.44
03044 - Computer Operator IV	25.37
03045 - Computer Operator V	28.09
03071 - Computer Programmer I (1)	24.11
03072 - Computer Programmer II (1)	26.69
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.98
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.76
05010 - Automotive Glass Installer	27.19
05040 - Automotive Worker	27.19
05070 - Electrician, Automotive	28.11
05100 - Mobile Equipment Servicer	25.52
05130 - Motor Equipment Metal Mechanic	28.89
05160 - Motor Equipment Metal Worker	27.19
05190 - Motor Vehicle Mechanic	26.03
05220 - Motor Vehicle Mechanic Helper	24.59
05250 - Motor Vehicle Upholstery Worker	26.40
05280 - Motor Vehicle Wrecker	27.19
05310 - Painter, Automotive	25.30
05340 - Radiator Repair Specialist	24.66
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	26.00
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	11.21
07010 - Baker	11.61
07041 - Cook I	12.38
07042 - Cook II	13.39
07070 - Dishwasher	9.74
07130 - Meat Cutter	15.70
07250 - Waiter/Waitress	8.84
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	20.20
09040 - Furniture Handler	16.46
09070 - Furniture Refinisher	20.20
09100 - Furniture Refinisher Helper	17.67
09110 - Furniture Repairer, Minor	18.97
09130 - Upholsterer	20.20
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.95
11060 - Elevator Operator	10.71
11090 - Gardener	13.10
11121 - House Keeping Aid I	11.78
11122 - House Keeping Aid II	12.27
11150 - Janitor	12.00
11210 - Laborer, Grounds Maintenance	13.06
11240 - Maid or Houseman	13.68
11270 - Pest Controller	12.94
11300 - Refuse Collector	13.19
11330 - Tractor Operator	11.35
11360 - Window Cleaner	11.94
12000 - Health Occupations	

12020 - Dental Assistant	15.11
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.36
12071 - Licensed Practical Nurse I	13.33
12072 - Licensed Practical Nurse II	14.96
12073 - Licensed Practical Nurse III	16.73
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	14.96
12160 - Medical Record Clerk	13.89
12190 - Medical Record Technician	16.41
12221 - Nursing Assistant I	8.02
12222 - Nursing Assistant II	9.01
12223 - Nursing Assistant III	11.09
12224 - Nursing Assistant IV	11.96
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.60
12311 - Registered Nurse I	18.84
12312 - Registered Nurse II	23.07
12313 - Registered Nurse II, Specialist	23.07
12314 - Registered Nurse III	27.91
12315 - Registered Nurse III, Anesthetist	27.91
12316 - Registered Nurse IV	33.42
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	24.80
13011 - Exhibits Specialist I	20.78
13012 - Exhibits Specialist II	25.73
13013 - Exhibits Specialist III	34.65
13041 - Illustrator I	18.86
13042 - Illustrator II	24.80
13043 - Illustrator III	30.93
13047 - Librarian	30.78
13050 - Library Technician	17.70
13071 - Photographer I	15.96
13072 - Photographer II	19.79
13073 - Photographer III	24.80
13074 - Photographer IV	33.00
13075 - Photographer V	39.92
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.26
15030 - Counter Attendant	8.26
15040 - Dry Cleaner	10.12
15070 - Finisher, Flatwork, Machine	8.26
15090 - Presser, Hand	8.26
15100 - Presser, Machine, Drycleaning	8.26
15130 - Presser, Machine, Shirts	8.26
15160 - Presser, Machine, Wearing Apparel, Laundry	8.26
15190 - Sewing Machine Operator	10.77
15220 - Tailor	11.51
15250 - Washer, Machine	8.72
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	20.67
19040 - Tool and Die Maker	22.25
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	24.41
21020 - Material Coordinator	18.93
21030 - Material Expediter	18.93
21040 - Material Handling Laborer	16.25
21050 - Order Filler	12.60
21071 - Forklift Operator	15.63
21080 - Production Line Worker (Food Processing)	15.98
21100 - Shipping/Receiving Clerk	14.85
21130 - Shipping Packer	14.85
21140 - Store Worker I	11.81
21150 - Stock Clerk (Shelf stocker; store worker II)	14.32

21210 - Tools and Parts Attendant	15.63
21400 - Warehouse Specialist	16.70
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.00
23040 - Aircraft Mechanic Helper	17.87
23050 - Aircraft Quality Control Inspector	21.65
23060 - Aircraft Servicer	19.19
23070 - Aircraft Worker	19.76
23100 - Appliance Mechanic	20.20
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	25.76
23130 - Carpenter, Maintenance	25.76
23140 - Carpet Layer	19.54
23160 - Electrician, Maintenance	27.97
23181 - Electronics Technician, Maintenance I	20.14
23182 - Electronics Technician, Maintenance II	20.83
23183 - Electronics Technician, Maintenance III	24.64
23260 - Fabric Worker	18.97
23290 - Fire Alarm System Mechanic	20.76
23310 - Fire Extinguisher Repairer	18.34
23340 - Fuel Distribution System Mechanic	23.52
23370 - General Maintenance Worker	19.54
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.90
23430 - Heavy Equipment Mechanic	20.76
23440 - Heavy Equipment Operator	23.93
23460 - Instrument Mechanic	22.84
23470 - Laborer	12.96
23500 - Locksmith	20.20
23530 - Machinery Maintenance Mechanic	20.54
23550 - Machinist, Maintenance	20.76
23580 - Maintenance Trades Helper	17.62
23640 - Millwright	20.76
23700 - Office Appliance Repairer	20.20
23740 - Painter, Aircraft	20.20
23760 - Painter, Maintenance	22.75
23790 - Pipefitter, Maintenance	24.10
23800 - Plumber, Maintenance	22.43
23820 - Pneudraulic Systems Mechanic	20.76
23850 - Rigger	20.76
23870 - Scale Mechanic	19.54
23890 - Sheet-Metal Worker, Maintenance	20.76
23910 - Small Engine Mechanic	19.54
23930 - Telecommunication Mechanic I	20.76
23931 - Telecommunication Mechanic II	21.40
23950 - Telephone Lineman	20.76
23960 - Welder, Combination, Maintenance	20.76
23965 - Well Driller	21.88
23970 - Woodcraft Worker	20.76
23980 - Woodworker	18.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.50
24580 - Child Care Center Clerk	15.60
24600 - Chore Aid	11.04
24630 - Homemaker	22.09
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	24.88
25040 - Sewage Plant Operator	20.85
25070 - Stationary Engineer	24.88
25190 - Ventilation Equipment Tender	19.44
25210 - Water Treatment Plant Operator	22.96
27000 - Protective Service Occupations	
(not set) - Police Officer	27.71
27004 - Alarm Monitor	15.79

27006 - Corrections Officer	24.86
27010 - Court Security Officer	25.03
27040 - Detention Officer	24.86
27070 - Firefighter	24.68
27101 - Guard I	11.95
27102 - Guard II	15.78
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	21.04
28020 - Hatch Tender	21.04
28030 - Line Handler	21.04
28040 - Stevedore I	18.14
28050 - Stevedore II	19.32
29000 - Technical Occupations	
21150 - Graphic Artist	21.02
29010 - Air Traffic Control Specialist, Center (2)	32.80
29011 - Air Traffic Control Specialist, Station (2)	22.63
29012 - Air Traffic Control Specialist, Terminal (2)	24.92
29023 - Archeological Technician I	18.01
29024 - Archeological Technician II	20.40
29025 - Archeological Technician III	25.28
29030 - Cartographic Technician	27.75
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	22.44
29061 - Drafter I	15.57
29062 - Drafter II	17.46
29063 - Drafter III	22.42
29064 - Drafter IV	27.75
29081 - Engineering Technician I	16.25
29082 - Engineering Technician II	18.22
29083 - Engineering Technician III	21.53
29084 - Engineering Technician IV	24.69
29085 - Engineering Technician V	29.42
29086 - Engineering Technician VI	35.57
29090 - Environmental Technician	21.30
29100 - Flight Simulator/Instructor (Pilot)	31.46
29160 - Instructor	23.47
29210 - Laboratory Technician	20.06
29240 - Mathematical Technician	25.77
29361 - Paralegal/Legal Assistant I	15.67
29362 - Paralegal/Legal Assistant II	21.47
29363 - Paralegal/Legal Assistant III	26.25
29364 - Paralegal/Legal Assistant IV	31.78
29390 - Photooptics Technician	24.68
29480 - Technical writer	27.52
29491 - Unexploded Ordnance (UXO) Technician I	20.85
29492 - Unexploded Ordnance (UXO) Technician II	25.23
29493 - Unexploded Ordnance (UXO) Technician III	30.24
29494 - Unexploded (UXO) Safety Escort	20.85
29495 - Unexploded (UXO) Sweep Personnel	20.85
29620 - Weather Observer, Senior (3)	22.36
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	20.12
29622 - Weather Observer, Upper Air	20.12
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.95
31260 - Parking and Lot Attendant	9.54
31290 - Shuttle Bus Driver	13.32
31300 - Taxi Driver	13.52
31361 - Truckdriver, Light Truck	13.26
31362 - Truckdriver, Medium Truck	17.37
31363 - Truckdriver, Heavy Truck	18.03
31364 - Truckdriver, Tractor-Trailer	18.03
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.00

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99030 - Cashier	10.53
99041 - Carnival Equipment Operator	10.58
99042 - Carnival Equipment Repairer	11.07
99043 - Carnival Worker	10.32
99050 - Desk Clerk	12.50
99095 - Embalmer	25.38
99300 - Lifeguard	11.15
99310 - Mortician	23.07
99350 - Park Attendant (Aide)	13.99
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.82
99500 - Recreation Specialist	17.34
99510 - Recycling Worker	13.19
99610 - Sales Clerk	12.01
99620 - School Crossing Guard (Crosswalk Attendant)	10.68
99630 - Sport Official	11.15
99658 - Survey Party Chief (Chief of Party)	20.84
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.94
99660 - Surveying Aide	14.31
99690 - Swimming Pool Operator	11.36
99720 - Vending Machine Attendant	10.27
99730 - Vending Machine Repairer	11.56
99740 - Vending Machine Repairer Helper	10.27

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

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you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as
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amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2241
Revision No.: 27
Date of Last Revision: 04/06/2005

State: Maine
Area: Maine Statewide

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.55
01012 - Accounting Clerk II	10.42
01013 - Accounting Clerk III	11.70
01014 - Accounting Clerk IV	13.64
01030 - Court Reporter	13.56
01050 - Dispatcher, Motor Vehicle	13.94
01060 - Document Preparation Clerk	10.86
01070 - Messenger (Courier)	9.79
01090 - Duplicating Machine Operator	10.86
01110 - Film/Tape Librarian	10.37
01115 - General Clerk I	8.30
01116 - General Clerk II	9.42
01117 - General Clerk III	10.90
01118 - General Clerk IV	11.94
01120 - Housing Referral Assistant	14.44
01131 - Key Entry Operator I	10.28
01132 - Key Entry Operator II	12.93
01191 - Order Clerk I	11.04
01192 - Order Clerk II	14.38
01261 - Personnel Assistant (Employment) I	10.45
01262 - Personnel Assistant (Employment) II	11.75
01263 - Personnel Assistant (Employment) III	13.09
01264 - Personnel Assistant (Employment) IV	14.38
01270 - Production Control Clerk	18.70
01290 - Rental Clerk	10.06
01300 - Scheduler, Maintenance	11.79
01311 - Secretary I	11.79
01312 - Secretary II	13.14
01313 - Secretary III	14.44
01314 - Secretary IV	17.80
01315 - Secretary V	18.94
01320 - Service Order Dispatcher	10.32
01341 - Stenographer I	10.84
01342 - Stenographer II	12.74
01400 - Supply Technician	17.80
01420 - Survey Worker (Interviewer)	11.21
01460 - Switchboard Operator-Receptionist	10.62
01510 - Test Examiner	13.14
01520 - Test Proctor	13.14
01531 - Travel Clerk I	10.97
01532 - Travel Clerk II	11.89
01533 - Travel Clerk III	12.80
01611 - Word Processor I	11.44

01612 - Word Processor II	14.73
01613 - Word Processor III	16.34
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.80
03041 - Computer Operator I	13.02
03042 - Computer Operator II	14.62
03043 - Computer Operator III	16.18
03044 - Computer Operator IV	18.11
03045 - Computer Operator V	20.08
03071 - Computer Programmer I (1)	15.38
03072 - Computer Programmer II (1)	19.05
03073 - Computer Programmer III (1)	24.28
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	26.00
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.02
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	14.90
05010 - Automotive Glass Installer	13.21
05040 - Automotive Worker	13.21
05070 - Electrician, Automotive	14.15
05100 - Mobile Equipment Servicer	12.08
05130 - Motor Equipment Metal Mechanic	14.21
05160 - Motor Equipment Metal Worker	13.21
05190 - Motor Vehicle Mechanic	14.21
05220 - Motor Vehicle Mechanic Helper	12.03
05250 - Motor Vehicle Upholstery Worker	12.65
05280 - Motor Vehicle Wrecker	13.21
05310 - Painter, Automotive	14.15
05340 - Radiator Repair Specialist	13.21
05370 - Tire Repairer	11.67
05400 - Transmission Repair Specialist	14.21
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.60
07010 - Baker	11.03
07041 - Cook I	10.38
07042 - Cook II	11.35
07070 - Dishwasher	7.73
07130 - Meat Cutter	12.68
07250 - Waiter/Waitress	8.38
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	11.81
09070 - Furniture Refinisher	14.57
09100 - Furniture Refinisher Helper	12.42
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.57
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.42
11060 - Elevator Operator	9.67
11090 - Gardener	11.95
11121 - House Keeping Aid I	8.57
11122 - House Keeping Aid II	9.73
11150 - Janitor	10.29
11210 - Laborer, Grounds Maintenance	10.31
11240 - Maid or Houseman	8.57
11270 - Pest Controller	13.04
11300 - Refuse Collector	10.39
11330 - Tractor Operator	10.86
11360 - Window Cleaner	10.58
12000 - Health Occupations	
12020 - Dental Assistant	12.70

12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.38
12071 - Licensed Practical Nurse I	12.21
12072 - Licensed Practical Nurse II	13.70
12073 - Licensed Practical Nurse III	15.32
12100 - Medical Assistant	12.52
12130 - Medical Laboratory Technician	13.60
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.87
12222 - Nursing Assistant II	9.97
12223 - Nursing Assistant III	10.89
12224 - Nursing Assistant IV	12.21
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	19.66
12312 - Registered Nurse II	24.06
12313 - Registered Nurse II, Specialist	24.06
12314 - Registered Nurse III	29.11
12315 - Registered Nurse III, Anesthetist	29.11
12316 - Registered Nurse IV	34.86
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.51
13011 - Exhibits Specialist I	16.20
13012 - Exhibits Specialist II	20.05
13013 - Exhibits Specialist III	24.89
13041 - Illustrator I	16.20
13042 - Illustrator II	20.05
13043 - Illustrator III	24.55
13047 - Librarian	19.50
13050 - Library Technician	11.90
13071 - Photographer I	13.49
13072 - Photographer II	18.54
13073 - Photographer III	22.94
13074 - Photographer IV	28.08
13075 - Photographer V	33.96
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.54
15030 - Counter Attendant	8.54
15040 - Dry Cleaner	10.35
15070 - Finisher, Flatwork, Machine	8.54
15090 - Presser, Hand	8.54
15100 - Presser, Machine, Drycleaning	8.54
15130 - Presser, Machine, Shirts	8.54
15160 - Presser, Machine, Wearing Apparel, Laundry	8.54
15190 - Sewing Machine Operator	10.92
15220 - Tailor	11.49
15250 - Washer, Machine	9.17
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.27
19040 - Tool and Die Maker	20.19
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.65
21020 - Material Coordinator	18.49
21030 - Material Expediter	18.49
21040 - Material Handling Laborer	10.10
21050 - Order Filler	10.28
21071 - Forklift Operator	12.86
21080 - Production Line Worker (Food Processing)	12.86
21100 - Shipping/Receiving Clerk	12.32
21130 - Shipping Packer	12.48
21140 - Store Worker I	10.75
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.34
21210 - Tools and Parts Attendant	12.86

21400 - Warehouse Specialist	12.86
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	16.48
23040 - Aircraft Mechanic Helper	13.24
23050 - Aircraft Quality Control Inspector	17.74
23060 - Aircraft Servicer	14.54
23070 - Aircraft Worker	15.20
23100 - Appliance Mechanic	14.57
23120 - Bicycle Repairer	12.57
23125 - Cable Splicer	19.23
23130 - Carpenter, Maintenance	14.78
23140 - Carpet Layer	15.07
23160 - Electrician, Maintenance	18.75
23181 - Electronics Technician, Maintenance I	16.54
23182 - Electronics Technician, Maintenance II	20.22
23183 - Electronics Technician, Maintenance III	23.32
23260 - Fabric Worker	15.13
23290 - Fire Alarm System Mechanic	15.85
23310 - Fire Extinguisher Repairer	14.90
23340 - Fuel Distribution System Mechanic	17.83
23370 - General Maintenance Worker	14.72
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.85
23430 - Heavy Equipment Mechanic	16.10
23440 - Heavy Equipment Operator	15.85
23460 - Instrument Mechanic	17.89
23470 - Laborer	10.49
23500 - Locksmith	14.57
23530 - Machinery Maintenance Mechanic	17.44
23550 - Machinist, Maintenance	16.62
23580 - Maintenance Trades Helper	12.74
23640 - Millwright	20.24
23700 - Office Appliance Repairer	17.19
23740 - Painter, Aircraft	14.57
23760 - Painter, Maintenance	15.32
23790 - Pipefitter, Maintenance	19.06
23800 - Plumber, Maintenance	16.82
23820 - Pneudraulic Systems Mechanic	17.89
23850 - Rigger	17.39
23870 - Scale Mechanic	16.42
23890 - Sheet-Metal Worker, Maintenance	16.89
23910 - Small Engine Mechanic	14.16
23930 - Telecommunication Mechanic I	18.20
23931 - Telecommunication Mechanic II	20.43
23950 - Telephone Lineman	18.20
23960 - Welder, Combination, Maintenance	16.16
23965 - Well Driller	15.85
23970 - Woodcraft Worker	17.89
23980 - Woodworker	13.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.97
24580 - Child Care Center Clerk	12.55
24600 - Chore Aid	8.62
24630 - Homemaker	11.49
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.15
25040 - Sewage Plant Operator	17.16
25070 - Stationary Engineer	18.15
25190 - Ventilation Equipment Tender	13.03
25210 - Water Treatment Plant Operator	17.16
27000 - Protective Service Occupations	
(not set) - Police Officer	20.49
27004 - Alarm Monitor	13.40
27006 - Corrections Officer	17.69

27010 - Court Security Officer	18.18
27040 - Detention Officer	17.69
27070 - Firefighter	17.49
27101 - Guard I	10.10
27102 - Guard II	18.65
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.39
28020 - Hatch Tender	17.39
28030 - Line Handler	17.39
28040 - Stevedore I	15.25
28050 - Stevedore II	18.17
29000 - Technical Occupations	
21150 - Graphic Artist	19.40
29010 - Air Traffic Control Specialist, Center (2)	31.48
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.91
29023 - Archeological Technician I	15.93
29024 - Archeological Technician II	17.80
29025 - Archeological Technician III	20.04
29030 - Cartographic Technician	21.58
29035 - Computer Based Training (CBT) Specialist/ Instructor	26.00
29040 - Civil Engineering Technician	18.68
29061 - Drafter I	11.57
29062 - Drafter II	13.01
29063 - Drafter III	17.44
29064 - Drafter IV	21.58
29081 - Engineering Technician I	13.68
29082 - Engineering Technician II	15.27
29083 - Engineering Technician III	19.00
29084 - Engineering Technician IV	21.94
29085 - Engineering Technician V	25.02
29086 - Engineering Technician VI	30.50
29090 - Environmental Technician	16.24
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	21.34
29210 - Laboratory Technician	15.66
29240 - Mathematical Technician	21.58
29361 - Paralegal/Legal Assistant I	16.75
29362 - Paralegal/Legal Assistant II	22.18
29363 - Paralegal/Legal Assistant III	27.14
29364 - Paralegal/Legal Assistant IV	32.85
29390 - Photooptics Technician	21.65
29480 - Technical Writer	24.68
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	16.36
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.96
29622 - Weather Observer, Upper Air (3)	16.16
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.60
31260 - Parking and Lot Attendant	8.86
31290 - Shuttle Bus Driver	12.54
31300 - Taxi Driver	9.37
31361 - Truckdriver, Light Truck	12.54
31362 - Truckdriver, Medium Truck	13.39
31363 - Truckdriver, Heavy Truck	14.18
31364 - Truckdriver, Tractor-Trailer	15.07
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.97
99030 - Cashier	8.11

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99041 - Carnival Equipment Operator	9.90
99042 - Carnival Equipment Repairer	11.32
99043 - Carnival Worker	8.71
99050 - Desk Clerk	9.63
99095 - Embalmer	20.02
99300 - Lifeguard	10.52
99310 - Mortician	21.04
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.29
99500 - Recreation Specialist	13.35
99510 - Recycling Worker	12.89
99610 - Sales Clerk	10.54
99620 - School Crossing Guard (Crosswalk Attendant)	8.28
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	16.38
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.89
99660 - Surveying Aide	11.17
99690 - Swimming Pool Operator	15.52
99720 - Vending Machine Attendant	10.29
99730 - Vending Machine Repairer	14.11
99740 - Vending Machine Repairer Helper	10.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties)

contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the
request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2379
Revision No.: 22
Date of Last Revision: 08/06/2004

State: New York

Area: New York Counties of Delaware, Dutchess, Orange, Sullivan, Ulster

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.15
01012 - Accounting Clerk II	12.27
01013 - Accounting Clerk III	14.71
01014 - Accounting Clerk IV	17.92
01030 - Court Reporter	13.76
01050 - Dispatcher, Motor Vehicle	13.76
01060 - Document Preparation Clerk	13.10
01070 - Messenger (Courier)	9.91
01090 - Duplicating Machine Operator	13.10
01110 - Film/Tape Librarian	12.27
01115 - General Clerk I	8.47
01116 - General Clerk II	10.62
01117 - General Clerk III	13.32
01118 - General Clerk IV	15.02
01120 - Housing Referral Assistant	15.33
01131 - Key Entry Operator I	11.04
01132 - Key Entry Operator II	12.83
01191 - Order Clerk I	11.85
01192 - Order Clerk II	16.06
01261 - Personnel Assistant (Employment) I	10.92
01262 - Personnel Assistant (Employment) II	12.27
01263 - Personnel Assistant (Employment) III	13.76
01264 - Personnel Assistant (Employment) IV	15.33
01270 - Production Control Clerk	15.33
01290 - Rental Clerk	12.27
01300 - Scheduler, Maintenance	12.27
01311 - Secretary I	12.27
01312 - Secretary II	13.76
01313 - Secretary III	15.33
01314 - Secretary IV	16.31
01315 - Secretary V	18.87
01320 - Service Order Dispatcher	12.27
01341 - Stenographer I	12.27
01342 - Stenographer II	13.76
01400 - Supply Technician	16.31
01420 - Survey Worker (Interviewer)	13.16
01460 - Switchboard Operator-Receptionist	11.64
01510 - Test Examiner	12.27
01520 - Test Proctor	12.27
01531 - Travel Clerk I	10.63
01532 - Travel Clerk II	11.24
01533 - Travel Clerk III	11.86

01611 - Word Processor I	11.10
01612 - Word Processor II	13.95
01613 - Word Processor III	15.68
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.77
03041 - Computer Operator I	12.77
03042 - Computer Operator II	15.61
03043 - Computer Operator III	18.58
03044 - Computer Operator IV	19.32
03045 - Computer Operator V	21.55
03071 - Computer Programmer I (1)	15.96
03072 - Computer Programmer II (1)	19.69
03073 - Computer Programmer III (1)	24.02
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	24.34
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.77
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.06
05010 - Automotive Glass Installer	17.27
05040 - Automotive Worker	17.27
05070 - Electrician, Automotive	18.67
05100 - Mobile Equipment Servicer	14.72
05130 - Motor Equipment Metal Mechanic	19.28
05160 - Motor Equipment Metal Worker	17.28
05190 - Motor Vehicle Mechanic	19.28
05220 - Motor Vehicle Mechanic Helper	14.26
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.28
05310 - Painter, Automotive	18.36
05340 - Radiator Repair Specialist	17.28
05370 - Tire Repairer	10.21
05400 - Transmission Repair Specialist	19.28
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.81
07010 - Baker	10.91
07041 - Cook I	10.74
07042 - Cook II	12.97
07070 - Dishwasher	8.39
07130 - Meat Cutter	14.65
07250 - Waiter/Waitress	8.11
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.05
09040 - Furniture Handler	10.70
09070 - Furniture Refinisher	15.14
09100 - Furniture Refinisher Helper	11.63
09110 - Furniture Repairer, Minor	13.19
09130 - Upholsterer	13.98
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.26
11090 - Gardener	10.21
11121 - House Keeping Aid I	8.81
11122 - House Keeping Aid II	9.54
11150 - Janitor	11.29
11210 - Laborer, Grounds Maintenance	10.44
11240 - Maid or Houseman	10.20
11270 - Pest Controller	10.55
11300 - Refuse Collector	11.29
11330 - Tractor Operator	13.22
11360 - Window Cleaner	11.29
12000 - Health Occupations	

12020 - Dental Assistant	13.95
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.55
12071 - Licensed Practical Nurse I	13.99
12072 - Licensed Practical Nurse II	15.71
12073 - Licensed Practical Nurse III	17.57
12100 - Medical Assistant	13.10
12130 - Medical Laboratory Technician	15.71
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	17.29
12221 - Nursing Assistant I	8.20
12222 - Nursing Assistant II	9.22
12223 - Nursing Assistant III	11.09
12224 - Nursing Assistant IV	11.96
12250 - Pharmacy Technician	12.79
12280 - Phlebotomist	14.28
12311 - Registered Nurse I	19.79
12312 - Registered Nurse II	24.20
12313 - Registered Nurse II, Specialist	24.20
12314 - Registered Nurse III	29.28
12315 - Registered Nurse III, Anesthetist	29.28
12316 - Registered Nurse IV	35.09
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	14.18
13011 - Exhibits Specialist I	15.74
13012 - Exhibits Specialist II	17.18
13013 - Exhibits Specialist III	19.34
13041 - Illustrator I	15.74
13042 - Illustrator II	17.18
13043 - Illustrator III	19.34
13047 - Librarian	18.87
13050 - Library Technician	13.45
13071 - Photographer I	12.43
13072 - Photographer II	15.52
13073 - Photographer III	16.95
13074 - Photographer IV	19.06
13075 - Photographer V	23.08
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.77
15030 - Counter Attendant	7.77
15040 - Dry Cleaner	11.02
15070 - Finisher, Flatwork, Machine	7.77
15090 - Presser, Hand	7.77
15100 - Presser, Machine, Drycleaning	7.77
15130 - Presser, Machine, Shirts	7.77
15160 - Presser, Machine, Wearing Apparel, Laundry	7.77
15190 - Sewing Machine Operator	11.03
15220 - Tailor	11.85
15250 - Washer, Machine	8.56
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.09
19040 - Tool and Die Maker	19.10
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	13.59
21020 - Material Coordinator	15.94
21030 - Material Expediter	15.94
21040 - Material Handling Laborer	13.35
21050 - Order Filler	10.46
21071 - Forklift Operator	15.00
21080 - Production Line Worker (Food Processing)	12.13
21100 - Shipping/Receiving Clerk	12.47
21130 - Shipping Packer	11.81
21140 - Store Worker I	9.08
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.47

21210 - Tools and Parts Attendant	15.00
21400 - Warehouse Specialist	13.96
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.98
23040 - Aircraft Mechanic Helper	14.19
23050 - Aircraft Quality Control Inspector	20.79
23060 - Aircraft Servicer	16.09
23070 - Aircraft Worker	17.10
23100 - Appliance Mechanic	17.40
23120 - Bicycle Repairer	10.66
23125 - Cable Splicer	19.55
23130 - Carpenter, Maintenance	18.31
23140 - Carpet Layer	16.95
23160 - Electrician, Maintenance	28.30
23181 - Electronics Technician, Maintenance I	13.60
23182 - Electronics Technician, Maintenance II	18.43
23183 - Electronics Technician, Maintenance III	20.76
23260 - Fabric Worker	15.22
23290 - Fire Alarm System Mechanic	19.05
23310 - Fire Extinguisher Repairer	14.58
23340 - Fuel Distribution System Mechanic	19.05
23370 - General Maintenance Worker	14.62
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.96
23430 - Heavy Equipment Mechanic	19.93
23440 - Heavy Equipment Operator	20.33
23460 - Instrument Mechanic	19.05
23470 - Laborer	12.47
23500 - Locksmith	16.65
23530 - Machinery Maintenance Mechanic	19.59
23550 - Machinist, Maintenance	15.45
23580 - Maintenance Trades Helper	12.15
23640 - Millwright	19.05
23700 - Office Appliance Repairer	17.93
23740 - Painter, Aircraft	18.32
23760 - Painter, Maintenance	15.82
23790 - Pipefitter, Maintenance	22.73
23800 - Plumber, Maintenance	20.57
23820 - Pneudraulic Systems Mechanic	19.05
23850 - Rigger	18.32
23870 - Scale Mechanic	16.81
23890 - Sheet-Metal Worker, Maintenance	18.65
23910 - Small Engine Mechanic	15.83
23930 - Telecommunication Mechanic I	20.91
23931 - Telecommunication Mechanic II	21.85
23950 - Telephone Lineman	20.91
23960 - Welder, Combination, Maintenance	16.60
23965 - Well Driller	16.74
23970 - Woodcraft Worker	19.05
23980 - Woodworker	12.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	14.49
24600 - Chore Aid	9.37
24630 - Homemaker	17.65
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.31
25040 - Sewage Plant Operator	18.37
25070 - Stationary Engineer	21.51
25190 - Ventilation Equipment Tender	14.07
25210 - Water Treatment Plant Operator	19.56
27000 - Protective Service Occupations	
(not set) - Police Officer	27.71
27004 - Alarm Monitor	13.96

27006 - Corrections Officer	24.86
27010 - Court Security Officer	25.03
27040 - Detention Officer	24.86
27070 - Firefighter	25.03
27101 - Guard I	9.68
27102 - Guard II	13.96
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	14.67
28020 - Hatch Tender	14.67
28030 - Line Handler	14.67
28040 - Stevedore I	12.47
28050 - Stevedore II	14.06
29000 - Technical Occupations	
21150 - Graphic Artist	17.18
29010 - Air Traffic Control Specialist, Center (2)	32.80
29011 - Air Traffic Control Specialist, Station (2)	22.63
29012 - Air Traffic Control Specialist, Terminal (2)	24.92
29023 - Archeological Technician I	11.24
29024 - Archeological Technician II	12.65
29025 - Archeological Technician III	15.62
29030 - Cartographic Technician	16.08
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.34
29040 - Civil Engineering Technician	19.77
29061 - Drafter I	9.34
29062 - Drafter II	11.48
29063 - Drafter III	14.31
29064 - Drafter IV	15.62
29081 - Engineering Technician I	11.83
29082 - Engineering Technician II	14.52
29083 - Engineering Technician III	18.11
29084 - Engineering Technician IV	19.77
29085 - Engineering Technician V	22.24
29086 - Engineering Technician VI	24.46
29090 - Environmental Technician	16.32
29100 - Flight Simulator/Instructor (Pilot)	29.18
29160 - Instructor	20.43
29210 - Laboratory Technician	14.06
29240 - Mathematical Technician	15.62
29361 - Paralegal/Legal Assistant I	11.37
29362 - Paralegal/Legal Assistant II	13.43
29363 - Paralegal/Legal Assistant III	16.49
29364 - Paralegal/Legal Assistant IV	20.08
29390 - Photooptics Technician	15.62
29480 - Technical Writer	26.91
29491 - Unexploded Ordnance (UXO) Technician I	20.85
29492 - Unexploded Ordnance (UXO) Technician II	25.23
29493 - Unexploded Ordnance (UXO) Technician III	30.24
29494 - Unexploded (UXO) Safety Escort	20.85
29495 - Unexploded (UXO) Sweep Personnel	19.61
29620 - Weather Observer, Senior (3)	15.62
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.91
29622 - Weather Observer, Upper Air (3)	14.91
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.73
31260 - Parking and Lot Attendant	9.20
31290 - Shuttle Bus Driver	14.37
31300 - Taxi Driver	11.78
31361 - Truckdriver, Light Truck	14.37
31362 - Truckdriver, Medium Truck	15.28
31363 - Truckdriver, Heavy Truck	17.13
31364 - Truckdriver, Tractor-Trailer	19.07
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.63

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99030 - Cashier	10.30
99041 - Carnival Equipment Operator	12.68
99042 - Carnival Equipment Repairer	13.57
99043 - Carnival Worker	10.05
99050 - Desk Clerk	10.82
99095 - Embalmer	23.01
99300 - Lifeguard	10.96
99310 - Mortician	23.14
99350 - Park Attendant (Aide)	13.76
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.25
99500 - Recreation Specialist	13.03
99510 - Recycling Worker	12.13
99610 - Sales Clerk	9.99
99620 - School Crossing Guard (Crosswalk Attendant)	10.26
99630 - Sport Official	10.96
99658 - Survey Party Chief (Chief of Party)	16.35
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.86
99660 - Surveying Aide	10.73
99690 - Swimming Pool Operator	12.74
99720 - Vending Machine Attendant	9.05
99730 - Vending Machine Repairer	11.85
99740 - Vending Machine Repairer Helper	9.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

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you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as
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amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2375
Revision No.: 23
Date of Last Revision: 08/06/2004

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond,
Rockland, Westchester

OCCUPATION NOTES:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and
Westchester Counties only. See Wage Determination 1977-0225 for wage rates and
fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

Refuse Collector: The rate for the Refuse Collector applies to Rockland County
ONLY. See Wage Determination 1999-0321 for wage rates and fringe benefits for
Bronx,
Kings, New York, Putnam, Queens, Richmond, and Westchester Counties.

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.75
01012 - Accounting Clerk II	14.66
01013 - Accounting Clerk III	16.28
01014 - Accounting Clerk IV	17.92
01030 - Court Reporter	19.26
01050 - Dispatcher, Motor Vehicle	20.34
01060 - Document Preparation Clerk	15.15
01070 - Messenger (Courier)	11.97
01090 - Duplicating Machine Operator	13.77
01110 - Film/Tape Librarian	15.22
01115 - General Clerk I	12.18
01116 - General Clerk II	13.22
01117 - General Clerk III	15.41
01118 - General Clerk IV	16.77
01120 - Housing Referral Assistant	19.92
01131 - Key Entry Operator I	12.98
01132 - Key Entry Operator II	14.17
01191 - Order Clerk I	16.41
01192 - Order Clerk II	21.67
01261 - Personnel Assistant (Employment) I	14.85
01262 - Personnel Assistant (Employment) II	16.67
01263 - Personnel Assistant (Employment) III	18.70
01264 - Personnel Assistant (Employment) IV	20.79
01270 - Production Control Clerk	19.72
01290 - Rental Clerk	16.65
01300 - Scheduler, Maintenance	16.92
01311 - Secretary I	16.92
01312 - Secretary II	19.21
01313 - Secretary III	20.45

01314 - Secretary IV	23.33
01315 - Secretary V	27.35
01320 - Service Order Dispatcher	18.18
01341 - Stenographer I	17.63
01342 - Stenographer II	19.87
01400 - Supply Technician	23.33
01420 - Survey Worker (Interviewer)	15.33
01460 - Switchboard Operator-Receptionist	14.26
01510 - Test Examiner	19.21
01520 - Test Proctor	19.21
01531 - Travel Clerk I	14.09
01532 - Travel Clerk II	15.27
01533 - Travel Clerk III	16.58
01611 - Word Processor I	15.14
01612 - Word Processor II	16.21
01613 - Word Processor III	18.66
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	16.22
03041 - Computer Operator I	16.59
03042 - Computer Operator II	18.41
03043 - Computer Operator III	21.49
03044 - Computer Operator IV	26.94
03045 - Computer Operator V	27.31
03071 - Computer Programmer I (1)	26.08
03072 - Computer Programmer II (1)	27.62
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	16.22
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.26
05010 - Automotive Glass Installer	24.89
05040 - Automotive Worker	24.89
05070 - Electrician, Automotive	25.92
05100 - Mobile Equipment Servicer	22.81
05130 - Motor Equipment Metal Mechanic	27.01
05160 - Motor Equipment Metal Worker	23.65
05190 - Motor Vehicle Mechanic	26.93
05220 - Motor Vehicle Mechanic Helper	21.77
05250 - Motor Vehicle Upholstery Worker	23.91
05280 - Motor Vehicle Wrecker	24.89
05310 - Painter, Automotive	25.92
05340 - Radiator Repair Specialist	24.89
05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	27.01
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	14.67
07010 - Baker	19.55
07041 - Cook I	17.97
07042 - Cook II	19.55
07070 - Dishwasher	14.67
07130 - Meat Cutter	19.55
07250 - Waiter/Waitress	15.50
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	20.13
09040 - Furniture Handler	15.30
09070 - Furniture Refinisher	20.13
09100 - Furniture Refinisher Helper	16.90
09110 - Furniture Repairer, Minor	18.51
09130 - Upholsterer	20.13
11030 - General Services and Support Occupations	

11030 - Cleaner, Vehicles	14.67
11060 - Elevator Operator	14.67
11090 - Gardener	17.97
11121 - House Keeping Aid I	13.98
11122 - House Keeping Aid II	14.82
11150 - Janitor	14.67
11210 - Laborer, Grounds Maintenance	15.50
11240 - Maid or Houseman	13.98
11270 - Pest Controller	18.75
11300 - Refuse Collector	14.67
11330 - Tractor Operator	17.13
11360 - Window Cleaner	15.50
12000 - Health Occupations	
12020 - Dental Assistant	13.89
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.51
12071 - Licensed Practical Nurse I	16.35
12072 - Licensed Practical Nurse II	18.15
12073 - Licensed Practical Nurse III	20.15
12100 - Medical Assistant	13.50
12130 - Medical Laboratory Technician	15.71
12160 - Medical Record Clerk	14.28
12190 - Medical Record Technician	16.81
12221 - Nursing Assistant I	7.72
12222 - Nursing Assistant II	11.96
12223 - Nursing Assistant III	13.05
12224 - Nursing Assistant IV	16.01
12250 - Pharmacy Technician	13.31
12280 - Phlebotomist	13.11
12311 - Registered Nurse I	27.50
12312 - Registered Nurse II	30.86
12313 - Registered Nurse II, Specialist	30.86
12314 - Registered Nurse III	36.89
12315 - Registered Nurse III, Anesthetist	36.89
12316 - Registered Nurse IV	40.33
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	24.23
13011 - Exhibits Specialist I	19.03
13012 - Exhibits Specialist II	22.23
13013 - Exhibits Specialist III	25.08
13041 - Illustrator I	18.86
13042 - Illustrator II	20.05
13043 - Illustrator III	22.64
13047 - Librarian	30.78
13050 - Library Technician	16.86
13071 - Photographer I	16.67
13072 - Photographer II	19.94
13073 - Photographer III	23.29
13074 - Photographer IV	26.29
13075 - Photographer V	31.79
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.63
15030 - Counter Attendant	9.63
15040 - Dry Cleaner	11.86
15070 - Finisher, Flatwork, Machine	9.63
15090 - Presser, Hand	9.63
15100 - Presser, Machine, Drycleaning	9.63
15130 - Presser, Machine, Shirts	9.63
15160 - Presser, Machine, Wearing Apparel, Laundry	9.63
15190 - Sewing Machine Operator	12.59
15220 - Tailor	13.57
15250 - Washer, Machine	10.44
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	20.13

19040 - Tool and Die Maker	23.35
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	21.01
21020 - Material Coordinator	20.00
21030 - Material Expediter	20.00
21040 - Material Handling Laborer	16.25
21050 - Order Filler	14.16
21071 - Forklift Operator	16.24
21080 - Production Line Worker (Food Processing)	16.25
21100 - Shipping/Receiving Clerk	14.16
21130 - Shipping Packer	13.34
21140 - Store Worker I	12.49
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15.65
21210 - Tools and Parts Attendant	16.40
21400 - Warehouse Specialist	16.24
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	24.07
23040 - Aircraft Mechanic Helper	19.44
23050 - Aircraft Quality Control Inspector	25.00
23060 - Aircraft Servicer	21.29
23070 - Aircraft Worker	22.20
23100 - Appliance Mechanic	20.13
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	29.08
23130 - Carpenter, Maintenance	25.76
23140 - Carpet Layer	23.08
23160 - Electrician, Maintenance	31.16
23181 - Electronics Technician, Maintenance I	21.26
23182 - Electronics Technician, Maintenance II	29.17
23183 - Electronics Technician, Maintenance III	31.14
23260 - Fabric Worker	21.88
23290 - Fire Alarm System Mechanic	21.67
23310 - Fire Extinguisher Repairer	20.19
23340 - Fuel Distribution System Mechanic	24.80
23370 - General Maintenance Worker	18.98
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.93
23430 - Heavy Equipment Mechanic	21.59
23440 - Heavy Equipment Operator	31.25
23460 - Instrument Mechanic	25.56
23470 - Laborer	15.95
23500 - Locksmith	20.31
23530 - Machinery Maintenance Mechanic	23.45
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	16.90
23640 - Millwright	22.03
23700 - Office Appliance Repairer	22.95
23740 - Painter, Aircraft	20.13
23760 - Painter, Maintenance	23.15
23790 - Pipefitter, Maintenance	29.86
23800 - Plumber, Maintenance	23.25
23820 - Pneudraulic Systems Mechanic	23.84
23850 - Rigger	23.02
23870 - Scale Mechanic	21.99
23890 - Sheet-Metal Worker, Maintenance	30.55
23910 - Small Engine Mechanic	19.30
23930 - Telecommunication Mechanic I	24.07
23931 - Telecommunication Mechanic II	28.03
23950 - Telephone Lineman	24.07
23960 - welder, Combination, Maintenance	20.93
23965 - well Driller	24.89
23970 - woodcraft Worker	23.38
23980 - woodworker	17.73
24000 - Personal Needs Occupations	

24570 - Child Care Attendant	13.42
24580 - Child Care Center Clerk	16.74
24600 - Chore Aid	12.67
24630 - Homemaker	18.59
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	27.03
25040 - Sewage Plant Operator	24.98
25070 - Stationary Engineer	25.94
25190 - Ventilation Equipment Tender	20.18
25210 - Water Treatment Plant Operator	24.35
27000 - Protective Service Occupations	
(not set) - Police Officer	27.71
27004 - Alarm Monitor	15.93
27006 - Corrections Officer	24.86
27010 - Court Security Officer	25.03
27040 - Detention Officer	24.86
27070 - Firefighter	25.03
27101 - Guard I	11.65
27102 - Guard II	17.08
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	22.46
28020 - Hatch Tender	22.46
28030 - Line Handler	22.46
28040 - Stevedore I	17.80
28050 - Stevedore II	19.36
29000 - Technical Occupations	
21150 - Graphic Artist	30.01
29010 - Air Traffic Control Specialist, Center (2)	32.80
29011 - Air Traffic Control Specialist, Station (2)	22.63
29012 - Air Traffic Control Specialist, Terminal (2)	24.92
29023 - Archeological Technician I	16.42
29024 - Archeological Technician II	18.37
29025 - Archeological Technician III	22.74
29030 - Cartographic Technician	22.83
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	24.06
29061 - Drafter I	16.28
29062 - Drafter II	17.89
29063 - Drafter III	21.41
29064 - Drafter IV	22.83
29081 - Engineering Technician I	15.51
29082 - Engineering Technician II	17.89
29083 - Engineering Technician III	21.95
29084 - Engineering Technician IV	23.25
29085 - Engineering Technician V	26.26
29086 - Engineering Technician VI	28.60
29090 - Environmental Technician	22.90
29100 - Flight Simulator/Instructor (Pilot)	33.43
29160 - Instructor	27.74
29210 - Laboratory Technician	21.56
29240 - Mathematical Technician	22.83
29361 - Paralegal/Legal Assistant I	19.22
29362 - Paralegal/Legal Assistant II	24.95
29363 - Paralegal/Legal Assistant III	30.55
29364 - Paralegal/Legal Assistant IV	36.93
29390 - Photooptics Technician	23.55
29480 - Technical Writer	29.33
29491 - Unexploded Ordnance (UXO) Technician I	20.85
29492 - Unexploded Ordnance (UXO) Technician II	25.23
29493 - Unexploded Ordnance (UXO) Technician III	30.24
29494 - Unexploded (UXO) Safety Escort	20.85
29495 - Unexploded (UXO) Sweep Personnel	20.85
29620 - Weather Observer, Senior (3)	24.50

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29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	22.06
29622 - Weather Observer, Upper Air (3)	22.06
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	17.83
31260 - Parking and Lot Attendant	10.97
31290 - Shuttle Bus Driver	15.89
31300 - Taxi Driver	14.83
31361 - Truckdriver, Light Truck	15.89
31362 - Truckdriver, Medium Truck	17.37
31363 - Truckdriver, Heavy Truck	22.18
31364 - Truckdriver, Tractor-Trailer	22.18
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	16.32
99030 - Cashier	10.95
99041 - Carnival Equipment Operator	17.13
99042 - Carnival Equipment Repairer	17.97
99043 - Carnival Worker	14.67
99050 - Desk Clerk	16.17
99095 - Embalmer	23.01
99300 - Lifeguard	11.94
99310 - Mortician	23.01
99350 - Park Attendant (Aide)	15.01
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.85
99500 - Recreation Specialist	18.61
99510 - Recycling Worker	17.13
99610 - Sales Clerk	11.94
99620 - School Crossing Guard (Crosswalk Attendant)	14.67
99630 - Sport Official	11.94
99658 - Survey Party Chief (Chief of Party)	19.38
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.38
99660 - Surveying Aide	12.68
99690 - Swimming Pool Operator	19.55
99720 - Vending Machine Attendant	14.42
99730 - Vending Machine Repairer	17.64
99740 - Vending Machine Repairer Helper	14.25

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

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2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

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of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2263
Revision No.: 21
Date of Last Revision: 03/18/2005

This wage determination applies WORCESTER county in MASSACHUSETTS including only the cities and towns listed below:

WORCESTER County: Auburn, Berlin Town, Boylston Town, Brookfield Town, Charlton Town, East Brookfield Town, Grafton Town, Holden Town, Leicester Town, Millbury Town, Northborough Town, Northbridge Town, North Brookfield Town, Oxford Town, Paxton Town, Shrewsbury Town, Spencer Town, Sterling Town, Sutton Town, Upton Town, Uxbridge Town, Webster Town, Westborough Town, West Boylston Town, and Worcester City.

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.31
01012 - Accounting Clerk II	13.60
01013 - Accounting Clerk III	15.07
01014 - Accounting Clerk IV	16.88
01030 - Court Reporter	18.07
01050 - Dispatcher, Motor Vehicle	15.39
01060 - Document Preparation Clerk	13.73
01070 - Messenger (Courier)	10.12
01090 - Duplicating Machine Operator	13.73
01110 - Film/Tape Librarian	15.70
01115 - General Clerk I	11.61
01116 - General Clerk II	13.06
01117 - General Clerk III	14.16
01118 - General Clerk IV	15.91
01120 - Housing Referral Assistant	18.95
01131 - Key Entry Operator I	12.83
01132 - Key Entry Operator II	14.63
01191 - Order Clerk I	12.69
01192 - Order Clerk II	14.96
01261 - Personnel Assistant (Employment) I	13.73
01262 - Personnel Assistant (Employment) II	15.54
01263 - Personnel Assistant (Employment) III	18.07
01264 - Personnel Assistant (Employment) IV	19.42
01270 - Production Control Clerk	19.42
01290 - Rental Clerk	15.54
01300 - Scheduler, Maintenance	16.69
01311 - Secretary I	16.69
01312 - Secretary II	17.39
01313 - Secretary III	19.36
01314 - Secretary IV	21.34
01315 - Secretary V	23.62
01320 - Service Order Dispatcher	15.14
01341 - Stenographer I	13.73
01342 - Stenographer II	15.54

01400 - Supply Technician	21.34
01420 - Survey Worker (Interviewer)	13.60
01460 - Switchboard Operator-Receptionist	12.25
01510 - Test Examiner	17.39
01520 - Test Proctor	17.39
01531 - Travel Clerk I	11.76
01532 - Travel Clerk II	12.72
01533 - Travel Clerk III	13.71
01611 - Word Processor I	13.60
01612 - Word Processor II	15.28
01613 - Word Processor III	17.55
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.15
03041 - Computer Operator I	15.54
03042 - Computer Operator II	17.70
03043 - Computer Operator III	19.42
03044 - Computer Operator IV	21.88
03045 - Computer Operator V	25.88
03071 - Computer Programmer I (1)	17.79
03072 - Computer Programmer II (1)	22.06
03073 - Computer Programmer III (1)	27.00
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.54
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.41
05010 - Automotive Glass Installer	16.72
05040 - Automotive Worker	16.72
05070 - Electrician, Automotive	17.48
05100 - Mobile Equipment Servicer	15.13
05130 - Motor Equipment Metal Mechanic	18.25
05160 - Motor Equipment Metal Worker	16.72
05190 - Motor Vehicle Mechanic	18.25
05220 - Motor Vehicle Mechanic Helper	14.28
05250 - Motor Vehicle Upholstery Worker	15.88
05280 - Motor Vehicle Wrecker	16.72
05310 - Painter, Automotive	17.48
05340 - Radiator Repair Specialist	16.72
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	18.25
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.63
07010 - Baker	14.20
07041 - Cook I	12.37
07042 - Cook II	13.61
07070 - Dishwasher	9.52
07130 - Meat Cutter	17.81
07250 - Waiter/Waitress	10.49
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.14
09040 - Furniture Handler	11.20
09070 - Furniture Refinisher	14.80
09100 - Furniture Refinisher Helper	12.52
09110 - Furniture Repairer, Minor	13.70
09130 - Upholsterer	14.80
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.33
11060 - Elevator Operator	11.32
11090 - Gardener	15.84
11121 - House Keeping Aid I	10.07
11122 - House Keeping Aid II	11.32

11150 - Janitor	12.41
11210 - Laborer, Grounds Maintenance	14.25
11240 - Maid or Houseman	10.07
11270 - Pest Controller	16.10
11300 - Refuse Collector	14.59
11330 - Tractor Operator	15.30
11360 - Window Cleaner	13.23
12000 - Health Occupations	
12020 - Dental Assistant	16.32
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.25
12071 - Licensed Practical Nurse I	15.20
12072 - Licensed Practical Nurse II	17.06
12073 - Licensed Practical Nurse III	19.09
12100 - Medical Assistant	14.10
12130 - Medical Laboratory Technician	15.51
12160 - Medical Record Clerk	14.97
12190 - Medical Record Technician	15.49
12221 - Nursing Assistant I	9.72
12222 - Nursing Assistant II	10.93
12223 - Nursing Assistant III	11.95
12224 - Nursing Assistant IV	13.40
12250 - Pharmacy Technician	13.90
12280 - Phlebotomist	13.40
12311 - Registered Nurse I	23.66
12312 - Registered Nurse II	28.93
12313 - Registered Nurse II, Specialist	28.93
12314 - Registered Nurse III	35.00
12315 - Registered Nurse III, Anesthetist	35.00
12316 - Registered Nurse IV	42.00
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.29
13011 - Exhibits Specialist I	17.84
13012 - Exhibits Specialist II	22.09
13013 - Exhibits Specialist III	27.01
13041 - Illustrator I	18.46
13042 - Illustrator II	22.86
13043 - Illustrator III	27.97
13047 - Librarian	25.65
13050 - Library Technician	15.38
13071 - Photographer I	14.36
13072 - Photographer II	17.03
13073 - Photographer III	19.89
13074 - Photographer IV	25.81
13075 - Photographer V	29.42
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.14
15030 - Counter Attendant	9.14
15040 - Dry Cleaner	12.14
15070 - Finisher, Flatwork, Machine	9.14
15090 - Presser, Hand	9.14
15100 - Presser, Machine, Drycleaning	9.14
15130 - Presser, Machine, Shirts	9.14
15160 - Presser, Machine, Wearing Apparel, Laundry	9.14
15190 - Sewing Machine Operator	12.88
15220 - Tailor	13.45
15250 - Washer, Machine	10.16
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	19.05
19040 - Tool and Die Maker	20.69
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.19
21020 - Material Coordinator	20.64
21030 - Material Expediter	20.64

21040 - Material Handling Laborer	13.09
21050 - Order Filler	12.20
21071 - Forklift Operator	14.80
21080 - Production Line Worker (Food Processing)	14.80
21100 - Shipping/Receiving Clerk	15.64
21130 - Shipping Packer	15.64
21140 - Store Worker I	10.79
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.59
21210 - Tools and Parts Attendant	14.80
21400 - Warehouse Specialist	14.80
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	23.85
23040 - Aircraft Mechanic Helper	18.46
23050 - Aircraft Quality Control Inspector	24.62
23060 - Aircraft Servicer	21.24
23070 - Aircraft Worker	21.88
23100 - Appliance Mechanic	20.59
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	23.57
23130 - Carpenter, Maintenance	22.67
23140 - Carpet Layer	21.11
23160 - Electrician, Maintenance	25.91
23181 - Electronics Technician, Maintenance I	21.77
23182 - Electronics Technician, Maintenance II	22.77
23183 - Electronics Technician, Maintenance III	23.76
23260 - Fabric Worker	16.58
23290 - Fire Alarm System Mechanic	20.47
23310 - Fire Extinguisher Repairer	19.11
23340 - Fuel Distribution System Mechanic	20.94
23370 - General Maintenance Worker	19.00
23400 - Heating, Refrigeration and Air Conditioning Mechanic	22.30
23430 - Heavy Equipment Mechanic	22.33
23440 - Heavy Equipment Operator	25.98
23460 - Instrument Mechanic	23.05
23470 - Laborer	13.26
23500 - Locksmith	19.96
23530 - Machinery Maintenance Mechanic	21.41
23550 - Machinist, Maintenance	22.80
23580 - Maintenance Trades Helper	15.15
23640 - Millwright	23.19
23700 - Office Appliance Repairer	22.08
23740 - Painter, Aircraft	20.59
23760 - Painter, Maintenance	20.39
23790 - Pipefitter, Maintenance	23.55
23800 - Plumber, Maintenance	22.65
23820 - Pneudraulic Systems Mechanic	22.52
23850 - Rigger	22.77
23870 - Scale Mechanic	20.85
23890 - Sheet-Metal Worker, Maintenance	23.55
23910 - Small Engine Mechanic	18.19
23930 - Telecommunication Mechanic I	25.52
23931 - Telecommunication Mechanic II	26.48
23950 - Telephone Lineman	25.52
23960 - Welder, Combination, Maintenance	19.92
23965 - Well Driller	21.40
23970 - Woodcraft Worker	21.40
23980 - Woodworker	15.93
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.76
24580 - Child Care Center Clerk	14.68
24600 - Chore Aid	10.44
24630 - Homemaker	15.62
25000 - Plant and System Operation Occupations	

25010 - Boiler Tender	21.96
25040 - Sewage Plant Operator	19.13
25070 - Stationary Engineer	21.96
25190 - Ventilation Equipment Tender	17.00
25210 - Water Treatment Plant Operator	19.13
27000 - Protective Service Occupations	
(not set) - Police Officer	22.54
27004 - Alarm Monitor	14.05
27006 - Corrections Officer	23.22
27010 - Court Security Officer	21.55
27040 - Detention Officer	23.22
27070 - Firefighter	21.32
27101 - Guard I	11.88
27102 - Guard II	14.05
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.24
28020 - Hatch Tender	18.40
28030 - Line Handler	18.40
28040 - Stevedore I	17.68
28050 - Stevedore II	19.14
29000 - Technical Occupations	
21150 - Graphic Artist	28.67
29010 - Air Traffic Control Specialist, Center (2)	33.40
29011 - Air Traffic Control Specialist, Station (2)	23.04
29012 - Air Traffic Control Specialist, Terminal (2)	25.37
29023 - Archeological Technician I	17.53
29024 - Archeological Technician II	19.62
29025 - Archeological Technician III	24.31
29030 - Cartographic Technician	24.31
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	22.78
29061 - Drafter I	15.61
29062 - Drafter II	17.53
29063 - Drafter III	19.62
29064 - Drafter IV	24.31
29081 - Engineering Technician I	15.88
29082 - Engineering Technician II	17.84
29083 - Engineering Technician III	19.96
29084 - Engineering Technician IV	24.48
29085 - Engineering Technician V	29.94
29086 - Engineering Technician VI	36.23
29090 - Environmental Technician	22.10
29100 - Flight Simulator/Instructor (Pilot)	33.10
29160 - Instructor	24.52
29210 - Laboratory Technician	20.32
29240 - Mathematical Technician	22.69
29361 - Paralegal/Legal Assistant I	16.70
29362 - Paralegal/Legal Assistant II	20.70
29363 - Paralegal/Legal Assistant III	25.32
29364 - Paralegal/Legal Assistant IV	30.64
29390 - Photooptics Technician	23.87
29480 - Technical Writer	29.38
29491 - Unexploded Ordnance (UXO) Technician I	21.23
29492 - Unexploded Ordnance (UXO) Technician II	25.68
29493 - Unexploded Ordnance (UXO) Technician III	30.78
29494 - Unexploded (UXO) Safety Escort	21.23
29495 - Unexploded (UXO) Sweep Personnel	21.23
29620 - Weather Observer, Senior (3)	18.22
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.30
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31260 - Parking and Lot Attendant	9.57

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31290 - Shuttle Bus Driver	14.97
31300 - Taxi Driver	11.24
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31362 - Truckdriver, Medium Truck	15.41
31363 - Truckdriver, Heavy Truck	19.16
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99043 - Carnival Worker	9.53
99050 - Desk Clerk	11.82
99095 - Embalmer	18.90
99300 - Lifeguard	11.15
99310 - Mortician	28.93
99350 - Park Attendant (Aide)	14.01
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99500 - Recreation Specialist	15.26
99510 - Recycling Worker	17.34
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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2261 Revision No.: 21 Date of Last Revision: 09/02/2004

This wage determination applies to the following counties in MASSACHUSETTS:
BERKSHIRE, FRANKLIN, HAMPDEN, HAMPSHIRE, and WORCESTER Excluding the cities and
towns in Boston, Worcester, Pawtucket-Woonsocket-Attleboro metropolitan areas listed

below:

WORCESTER County: Auburn, Barre, Berlin, Blackstone, Bolton, Boylston, Brookfield,
Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Harvard, Holden,
Hopedale, Lancaster, Leicester, Mendon, Milford, Millbury, Millville, Northborough,
Northbridge, North Brookfield, Oxford, Paxton, Princeton, Rutland, Shrewsbury,
Southborough, Spencer, Sterling, Sutton, Upton, Uxbridge, Webster, Westborough, West
Boylston, and Worcester.

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.76
01012 - Accounting Clerk II	12.44
01013 - Accounting Clerk III	14.46
01014 - Accounting Clerk IV	15.60
01030 - Court Reporter	15.70
01050 - Dispatcher, Motor Vehicle	15.38
01060 - Document Preparation Clerk	12.44
01070 - Messenger (Courier)	11.02
01090 - Duplicating Machine Operator	12.44
01110 - Film/Tape Librarian	12.43
01115 - General Clerk I	10.42
01116 - General Clerk II	11.72
01117 - General Clerk III	13.59
01118 - General Clerk IV	15.52
01120 - Housing Referral Assistant	17.73
01131 - Key Entry Operator I	11.32
01132 - Key Entry Operator II	13.38
01191 - Order Clerk I	11.92
01192 - Order Clerk II	12.87
01261 - Personnel Assistant (Employment) I	12.44
01262 - Personnel Assistant (Employment) II	14.46
01263 - Personnel Assistant (Employment) III	16.66
01264 - Personnel Assistant (Employment) IV	18.06
01270 - Production Control Clerk	17.73
01290 - Rental Clerk	13.40
01300 - Scheduler, Maintenance	13.30
01311 - Secretary I	14.63
01312 - Secretary II	16.82
01313 - Secretary III	18.74
01314 - Secretary IV	21.45
01315 - Secretary V	23.06
01320 - Service Order Dispatcher	14.29

01341 - Stenographer I	13.30
01342 - Stenographer II	14.46
01400 - Supply Technician	21.45
01420 - Survey Worker (Interviewer)	15.33
01460 - Switchboard Operator-Receptionist	12.22
01510 - Test Examiner	15.70
01520 - Test Proctor	15.70
01531 - Travel Clerk I	10.56
01532 - Travel Clerk II	11.51
01533 - Travel Clerk III	12.53
01611 - Word Processor I	12.44
01612 - Word Processor II	14.27
01613 - Word Processor III	15.60
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.37
03041 - Computer Operator I	11.99
03042 - Computer Operator II	15.26
03043 - Computer Operator III	16.60
03044 - Computer Operator IV	20.10
03045 - Computer Operator V	22.26
03071 - Computer Programmer I (1)	19.30
03072 - Computer Programmer II (1)	22.68
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	22.04
03102 - Computer Systems Analyst II (1)	26.81
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.33
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	16.24
05010 - Automotive Glass Installer	14.84
05040 - Automotive Worker	14.84
05070 - Electrician, Automotive	15.43
05100 - Mobile Equipment Servicer	13.69
05130 - Motor Equipment Metal Mechanic	16.05
05160 - Motor Equipment Metal Worker	14.84
05190 - Motor Vehicle Mechanic	16.05
05220 - Motor Vehicle Mechanic Helper	13.02
05250 - Motor Vehicle Upholstery Worker	14.27
05280 - Motor Vehicle Wrecker	14.84
05310 - Painter, Automotive	15.43
05340 - Radiator Repair Specialist	14.84
05370 - Tire Repairer	13.23
05400 - Transmission Repair Specialist	16.05
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.08
07010 - Baker	11.72
07041 - Cook I	12.03
07042 - Cook II	13.05
07070 - Dishwasher	9.08
07130 - Meat Cutter	16.31
07250 - Waiter/Waitress	9.21
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.43
09040 - Furniture Handler	11.23
09070 - Furniture Refinisher	15.43
09100 - Furniture Refinisher Helper	13.02
09110 - Furniture Repairer, Minor	14.27
09130 - Upholsterer	15.43
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.07
11060 - Elevator Operator	10.07
11090 - Gardener	13.53

11121 - House Keeping Aid I	9.27
11122 - House Keeping Aid II	11.27
11150 - Janitor	10.36
11210 - Laborer, Grounds Maintenance	11.53
11240 - Maid or Houseman	9.27
11270 - Pest Controller	13.64
11300 - Refuse Collector	11.85
11330 - Tractor Operator	13.35
11360 - Window Cleaner	10.95
12000 - Health Occupations	
12020 - Dental Assistant	14.45
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.71
12071 - Licensed Practical Nurse I	13.33
12072 - Licensed Practical Nurse II	14.96
12073 - Licensed Practical Nurse III	15.77
12100 - Medical Assistant	12.74
12130 - Medical Laboratory Technician	14.96
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.48
12222 - Nursing Assistant II	9.53
12223 - Nursing Assistant III	10.40
12224 - Nursing Assistant IV	11.67
12250 - Pharmacy Technician	12.29
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	18.10
12312 - Registered Nurse II	22.13
12313 - Registered Nurse II, Specialist	22.13
12314 - Registered Nurse III	26.79
12315 - Registered Nurse III, Anesthetist	26.79
12316 - Registered Nurse IV	32.13
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.25
13011 - Exhibits Specialist I	16.21
13012 - Exhibits Specialist II	19.71
13013 - Exhibits Specialist III	24.11
13041 - Illustrator I	15.03
13042 - Illustrator II	18.28
13043 - Illustrator III	22.36
13047 - Librarian	21.82
13050 - Library Technician	13.99
13071 - Photographer I	10.36
13072 - Photographer II	15.02
13073 - Photographer III	18.27
13074 - Photographer IV	22.65
13075 - Photographer V	26.54
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.04
15030 - Counter Attendant	8.04
15040 - Dry Cleaner	10.28
15070 - Finisher, Flatwork, Machine	8.04
15090 - Presser, Hand	8.04
15100 - Presser, Machine, Drycleaning	8.04
15130 - Presser, Machine, Shirts	8.04
15160 - Presser, Machine, Wearing Apparel, Laundry	8.04
15190 - Sewing Machine Operator	11.22
15220 - Tailor	12.13
15250 - Washer, Machine	8.76
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.07
19040 - Tool and Die Maker	18.51
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	18.23

21020 - Material Coordinator	17.09
21030 - Material Expediter	17.09
21040 - Material Handling Laborer	12.17
21050 - Order Filler	11.67
21071 - Forklift Operator	13.46
21080 - Production Line Worker (Food Processing)	13.66
21100 - Shipping/Receiving Clerk	12.75
21130 - Shipping Packer	12.75
21140 - Store Worker I	10.18
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.03
21210 - Tools and Parts Attendant	14.16
21400 - Warehouse Specialist	14.59
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.38
23040 - Aircraft Mechanic Helper	16.49
23050 - Aircraft Quality Control Inspector	21.06
23060 - Aircraft Servicer	18.04
23070 - Aircraft Worker	18.80
23100 - Appliance Mechanic	16.99
23120 - Bicycle Repairer	13.23
23125 - Cable Splicer	21.37
23130 - Carpenter, Maintenance	19.92
23140 - Carpet Layer	17.92
23160 - Electrician, Maintenance	20.70
23181 - Electronics Technician, Maintenance I	18.35
23182 - Electronics Technician, Maintenance II	19.10
23183 - Electronics Technician, Maintenance III	20.13
23260 - Fabric Worker	17.27
23290 - Fire Alarm System Mechanic	19.43
23310 - Fire Extinguisher Repairer	16.57
23340 - Fuel Distribution System Mechanic	21.37
23370 - General Maintenance Worker	15.72
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.71
23430 - Heavy Equipment Mechanic	18.44
23440 - Heavy Equipment Operator	21.37
23460 - Instrument Mechanic	19.62
23470 - Laborer	12.06
23500 - Locksmith	18.67
23530 - Machinery Maintenance Mechanic	18.08
23550 - Machinist, Maintenance	17.44
23580 - Maintenance Trades Helper	13.02
23640 - Millwright	19.44
23700 - Office Appliance Repairer	18.74
23740 - Painter, Aircraft	18.74
23760 - Painter, Maintenance	15.43
23790 - Pipefitter, Maintenance	21.27
23800 - Plumber, Maintenance	18.86
23820 - Pneudraulic Systems Mechanic	19.43
23850 - Rigger	19.43
23870 - Scale Mechanic	17.95
23890 - Sheet-Metal Worker, Maintenance	19.14
23910 - Small Engine Mechanic	14.84
23930 - Telecommunication Mechanic I	19.49
23931 - Telecommunication Mechanic II	20.18
23950 - Telephone Lineman	19.49
23960 - Welder, Combination, Maintenance	17.33
23965 - Well Driller	19.50
23970 - Woodcraft Worker	19.43
23980 - Woodworker	13.68
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.88
24580 - Child Care Center Clerk	12.33
24600 - Chore Aid	9.87

24630 - Homemaker	14.88
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.56
25040 - Sewage Plant Operator	18.94
25070 - Stationary Engineer	19.56
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	18.94
27000 - Protective Service Occupations	
(not set) - Police Officer	20.49
27004 - Alarm Monitor	13.91
27006 - Corrections Officer	17.90
27010 - Court Security Officer	18.18
27040 - Detention Officer	17.90
27070 - Firefighter	19.18
27101 - Guard I	9.46
27102 - Guard II	14.37
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.14
28020 - Hatch Tender	17.14
28030 - Line Handler	17.14
28040 - Stevedore I	16.47
28050 - Stevedore II	17.82
29000 - Technical Occupations	
21150 - Graphic Artist	17.08
29010 - Air Traffic Control Specialist, Center (2)	30.64
29011 - Air Traffic Control Specialist, Station (2)	21.13
29012 - Air Traffic Control Specialist, Terminal (2)	23.27
29023 - Archeological Technician I	14.40
29024 - Archeological Technician II	16.11
29025 - Archeological Technician III	19.94
29030 - Cartographic Technician	19.58
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.04
29040 - Civil Engineering Technician	20.11
29061 - Drafter I	11.06
29062 - Drafter II	13.75
29063 - Drafter III	16.10
29064 - Drafter IV	19.58
29081 - Engineering Technician I	10.68
29082 - Engineering Technician II	15.74
29083 - Engineering Technician III	18.21
29084 - Engineering Technician IV	20.43
29085 - Engineering Technician V	23.55
29086 - Engineering Technician VI	25.05
29090 - Environmental Technician	16.65
29100 - Flight Simulator/Instructor (Pilot)	26.77
29160 - Instructor	24.97
29210 - Laboratory Technician	17.08
29240 - Mathematical Technician	19.58
29361 - Paralegal/Legal Assistant I	14.46
29362 - Paralegal/Legal Assistant II	18.32
29363 - Paralegal/Legal Assistant III	22.42
29364 - Paralegal/Legal Assistant IV	27.13
29390 - Photooptics Technician	19.58
29480 - Technical Writer	26.81
29491 - Unexploded Ordnance (UXO) Technician I	20.45
29492 - Unexploded Ordnance (UXO) Technician II	24.74
29493 - Unexploded Ordnance (UXO) Technician III	29.65
29494 - Unexploded (UXO) Safety Escort	20.45
29495 - Unexploded (UXO) Sweep Personnel	20.45
29620 - Weather Observer, Senior (3)	16.72
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	15.04
29622 - Weather Observer, Upper Air (3)	15.04
31000 - Transportation/ Mobile Equipment Operation Occupations	

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31030 - Bus Driver	13.25
31260 - Parking and Lot Attendant	7.93
31290 - Shuttle Bus Driver	12.62
31300 - Taxi Driver	10.79
31361 - Truckdriver, Light Truck	12.62
31362 - Truckdriver, Medium Truck	14.76
31363 - Truckdriver, Heavy Truck	16.07
31364 - Truckdriver, Tractor-Trailer	16.07
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.73
99030 - Cashier	10.28
99041 - Carnival Equipment Operator	10.80
99042 - Carnival Equipment Repairer	8.66
99043 - Carnival Worker	7.91
99050 - Desk Clerk	9.94
99095 - Embalmer	20.45
99300 - Lifeguard	9.96
99310 - Mortician	22.06
99350 - Park Attendant (Aide)	13.50
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.52
99500 - Recreation Specialist	12.25
99510 - Recycling Worker	14.73
99610 - Sales Clerk	10.37
99620 - School Crossing Guard (Crosswalk Attendant)	9.64
99630 - Sport Official	9.54
99658 - Survey Party Chief (Chief of Party)	15.84
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.21
99660 - Surveying Aide	10.37
99690 - Swimming Pool Operator	12.99
99720 - Vending Machine Attendant	11.39
99730 - Vending Machine Repairer	12.99
99740 - Vending Machine Repairer Helper	11.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2259
Revision No.: 19
Date of Last Revision: 03/18/2005

This wage determination applies to the following counties in MASSACHUSETTS:
BARNSTABLE, BRISTOL, DUKES, NANTUCKET, NORFOLK, and PLYMOUTH Excluding the cities
and towns listed below:

BRISTOL County: Attleboro City, Mansfield, North Attleborough Town, Norton Town,
Raynham, Reheoboth Town, and Seekonk.

NORFOLK County: Quincy City, Bellingham Town, Braintree Town, Brookline Town, Canton

Town, Cohasset Town, Dedham Town, Dover Town, Foxborough Town, Franklin Town,
Holbrook Town, Medfield Town, Medway Town, Millis Town, Milton Town, Needham Town,
Norfolk Town, Norwood Town, Randolph Town, Sharon Town, Stoughton Town, Walpole
Town, Wellesley Town, Westwood Town, Weymouth Town, and Wrentham Town.

PLYMOUTH County: Carver, Duxbury Town, Hanover Town, Hanson Town, Hingham Town, Hull
Town, Kingston Town, Lakeville, Marshfield Town, Middleborough, Norwell Town,
Pembroke Town, Plymouth, Plympton, Rockland Town, and Scituate Town.

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.31
01012 - Accounting Clerk II	13.60
01013 - Accounting Clerk III	15.07
01014 - Accounting Clerk IV	16.88
01030 - Court Reporter	18.07
01050 - Dispatcher, Motor Vehicle	15.39
01060 - Document Preparation Clerk	13.73
01070 - Messenger (Courier)	10.12
01090 - Duplicating Machine Operator	13.73
01110 - Film/Tape Librarian	15.49
01115 - General Clerk I	11.61
01116 - General Clerk II	13.06
01117 - General Clerk III	14.16
01118 - General Clerk IV	15.91
01120 - Housing Referral Assistant	19.36
01131 - Key Entry Operator I	12.83
01132 - Key Entry Operator II	14.44
01191 - Order Clerk I	12.69
01192 - Order Clerk II	14.96
01261 - Personnel Assistant (Employment) I	13.73
01262 - Personnel Assistant (Employment) II	15.54
01263 - Personnel Assistant (Employment) III	18.07
01264 - Personnel Assistant (Employment) IV	19.42
01270 - Production Control Clerk	19.42
01290 - Rental Clerk	15.54
01300 - Scheduler, Maintenance	16.69
01311 - Secretary I	16.69

01312 - Secretary II	17.39
01313 - Secretary III	19.36
01314 - Secretary IV	21.94
01315 - Secretary V	23.40
01320 - Service Order Dispatcher	14.93
01341 - Stenographer I	13.73
01342 - Stenographer II	15.54
01400 - Supply Technician	21.94
01420 - Survey Worker (Interviewer)	13.60
01460 - Switchboard Operator-Receptionist	12.25
01510 - Test Examiner	17.39
01520 - Test Proctor	17.39
01531 - Travel Clerk I	11.76
01532 - Travel Clerk II	12.72
01533 - Travel Clerk III	13.71
01611 - Word Processor I	13.60
01612 - Word Processor II	15.28
01613 - Word Processor III	17.55
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.09
03041 - Computer Operator I	15.54
03042 - Computer Operator II	17.88
03043 - Computer Operator III	19.42
03044 - Computer Operator IV	21.88
03045 - Computer Operator V	25.88
03071 - Computer Programmer I (1)	18.14
03072 - Computer Programmer II (1)	24.95
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.54
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.41
05010 - Automotive Glass Installer	17.71
05040 - Automotive Worker	16.72
05070 - Electrician, Automotive	17.48
05100 - Mobile Equipment Servicer	15.13
05130 - Motor Equipment Metal Mechanic	18.25
05160 - Motor Equipment Metal Worker	16.72
05190 - Motor Vehicle Mechanic	18.25
05220 - Motor Vehicle Mechanic Helper	14.26
05250 - Motor Vehicle Upholstery Worker	15.88
05280 - Motor Vehicle Wrecker	16.72
05310 - Painter, Automotive	17.48
05340 - Radiator Repair Specialist	16.72
05370 - Tire Repairer	13.39
05400 - Transmission Repair Specialist	18.25
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.63
07010 - Baker	14.00
07041 - Cook I	12.37
07042 - Cook II	13.61
07070 - Dishwasher	9.19
07130 - Meat Cutter	17.81
07250 - Waiter/Waitress	10.49
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.14
09040 - Furniture Handler	11.59
09070 - Furniture Refinisher	16.14
09100 - Furniture Refinisher Helper	13.19
09110 - Furniture Repairer, Minor	14.66

09130 - Upholsterer	16.14
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.33
11060 - Elevator Operator	10.52
11090 - Gardener	15.23
11121 - House Keeping Aid I	10.07
11122 - House Keeping Aid II	11.15
11150 - Janitor	12.27
11210 - Laborer, Grounds Maintenance	14.25
11240 - Maid or Houseman	10.07
11270 - Pest Controller	16.10
11300 - Refuse Collector	13.50
11330 - Tractor Operator	15.20
11360 - Window Cleaner	13.26
12000 - Health Occupations	
12020 - Dental Assistant	16.32
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.25
12071 - Licensed Practical Nurse I	15.20
12072 - Licensed Practical Nurse II	17.06
12073 - Licensed Practical Nurse III	19.09
12100 - Medical Assistant	14.10
12130 - Medical Laboratory Technician	15.51
12160 - Medical Record Clerk	14.97
12190 - Medical Record Technician	15.49
12221 - Nursing Assistant I	9.72
12222 - Nursing Assistant II	10.93
12223 - Nursing Assistant III	11.95
12224 - Nursing Assistant IV	13.40
12250 - Pharmacy Technician	13.90
12280 - Phlebotomist	13.40
12311 - Registered Nurse I	23.66
12312 - Registered Nurse II	28.93
12313 - Registered Nurse II, Specialist	28.93
12314 - Registered Nurse III	35.00
12315 - Registered Nurse III, Anesthetist	35.00
12316 - Registered Nurse IV	42.00
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.29
13011 - Exhibits Specialist I	17.84
13012 - Exhibits Specialist II	22.08
13013 - Exhibits Specialist III	25.57
13041 - Illustrator I	18.85
13042 - Illustrator II	23.58
13043 - Illustrator III	26.04
13047 - Librarian	27.29
13050 - Library Technician	15.38
13071 - Photographer I	14.36
13072 - Photographer II	16.04
13073 - Photographer III	19.88
13074 - Photographer IV	21.15
13075 - Photographer V	25.59
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.14
15030 - Counter Attendant	9.14
15040 - Dry Cleaner	12.14
15070 - Finisher, Flatwork, Machine	9.14
15090 - Presser, Hand	9.14
15100 - Presser, Machine, Drycleaning	9.14
15130 - Presser, Machine, Shirts	9.14
15160 - Presser, Machine, Wearing Apparel, Laundry	9.14
15190 - Sewing Machine Operator	12.88
15220 - Tailor	13.45
15250 - Washer, Machine	10.16

19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	19.74
19040 - Tool and Die Maker	20.69
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.16
21020 - Material Coordinator	18.26
21030 - Material Expediter	18.26
21040 - Material Handling Laborer	13.47
21050 - Order Filler	11.79
21071 - Forklift Operator	14.80
21080 - Production Line Worker (Food Processing)	14.80
21100 - Shipping/Receiving Clerk	14.95
21130 - Shipping Packer	14.95
21140 - Store Worker I	10.79
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.59
21210 - Tools and Parts Attendant	14.80
21400 - Warehouse Specialist	14.80
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	23.85
23040 - Aircraft Mechanic Helper	18.17
23050 - Aircraft Quality Control Inspector	24.73
23060 - Aircraft Servicer	20.76
23070 - Aircraft Worker	21.80
23100 - Appliance Mechanic	20.97
23120 - Bicycle Repairer	13.49
23125 - Cable Splicer	24.83
23130 - Carpenter, Maintenance	22.67
23140 - Carpet Layer	21.11
23160 - Electrician, Maintenance	27.32
23181 - Electronics Technician, Maintenance I	21.77
23182 - Electronics Technician, Maintenance II	22.77
23183 - Electronics Technician, Maintenance III	23.76
23260 - Fabric Worker	17.74
23290 - Fire Alarm System Mechanic	22.09
23310 - Fire Extinguisher Repairer	19.11
23340 - Fuel Distribution System Mechanic	21.43
23370 - General Maintenance Worker	19.00
23400 - Heating, Refrigeration and Air Conditioning Mechanic	22.30
23430 - Heavy Equipment Mechanic	22.33
23440 - Heavy Equipment Operator	25.98
23460 - Instrument Mechanic	23.05
23470 - Laborer	13.08
23500 - Locksmith	19.96
23530 - Machinery Maintenance Mechanic	21.76
23550 - Machinist, Maintenance	22.80
23580 - Maintenance Trades Helper	15.96
23640 - Millwright	23.19
23700 - Office Appliance Repairer	22.08
23740 - Painter, Aircraft	20.80
23760 - Painter, Maintenance	20.39
23790 - Pipefitter, Maintenance	24.44
23800 - Plumber, Maintenance	21.83
23820 - Pneudraulic Systems Mechanic	23.05
23850 - Rigger	22.77
23870 - Scale Mechanic	21.11
23890 - Sheet-Metal Worker, Maintenance	24.84
23910 - Small Engine Mechanic	18.63
23930 - Telecommunication Mechanic I	25.52
23931 - Telecommunication Mechanic II	26.48
23950 - Telephone Lineman	25.52
23960 - Welder, Combination, Maintenance	20.37
23965 - Well Driller	22.41
23970 - Woodcraft Worker	22.41

23980 - Woodworker	16.90
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.76
24580 - Child Care Center Clerk	14.68
24600 - Chore Aid	10.44
24630 - Homemaker	17.57
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.96
25040 - Sewage Plant Operator	19.13
25070 - Stationary Engineer	21.96
25190 - Ventilation Equipment Tender	17.00
25210 - Water Treatment Plant Operator	19.13
27000 - Protective Service Occupations	
(not set) - Police Officer	22.54
27004 - Alarm Monitor	16.26
27006 - Corrections Officer	23.22
27010 - Court Security Officer	21.55
27040 - Detention Officer	23.22
27070 - Firefighter	21.32
27101 - Guard I	11.88
27102 - Guard II	13.56
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.24
28020 - Hatch Tender	18.40
28030 - Line Handler	18.40
28040 - Stevedore I	17.53
28050 - Stevedore II	19.30
29000 - Technical Occupations	
21150 - Graphic Artist	28.67
29010 - Air Traffic Control Specialist, Center (2)	33.40
29011 - Air Traffic Control Specialist, Station (2)	23.04
29012 - Air Traffic Control Specialist, Terminal (2)	25.37
29023 - Archeological Technician I	17.53
29024 - Archeological Technician II	19.62
29025 - Archeological Technician III	24.31
29030 - Cartographic Technician	24.31
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.10
29040 - Civil Engineering Technician	22.78
29061 - Drafter I	15.61
29062 - Drafter II	17.53
29063 - Drafter III	19.62
29064 - Drafter IV	24.31
29081 - Engineering Technician I	15.72
29082 - Engineering Technician II	17.65
29083 - Engineering Technician III	19.76
29084 - Engineering Technician IV	24.48
29085 - Engineering Technician V	29.94
29086 - Engineering Technician VI	35.52
29090 - Environmental Technician	22.10
29100 - Flight Simulator/Instructor (Pilot)	30.31
29160 - Instructor	28.76
29210 - Laboratory Technician	20.32
29240 - Mathematical Technician	22.69
29361 - Paralegal/Legal Assistant I	15.13
29362 - Paralegal/Legal Assistant II	20.70
29363 - Paralegal/Legal Assistant III	25.32
29364 - Paralegal/Legal Assistant IV	30.64
29390 - Photooptics Technician	23.99
29480 - Technical Writer	30.90
29491 - Unexploded Ordnance (UXO) Technician I	21.23
29492 - Unexploded Ordnance (UXO) Technician II	25.68
29493 - Unexploded Ordnance (UXO) Technician III	30.78
29494 - Unexploded (UXO) Safety Escort	21.23

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29495 - Unexploded (UXO) Sweep Personnel	21.23
29620 - Weather Observer, Senior (3)	18.48
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.51
29622 - Weather Observer, Upper Air (3)	17.51
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.51
31260 - Parking and Lot Attendant	9.57
31290 - Shuttle Bus Driver	14.63
31300 - Taxi Driver	11.15
31361 - Truckdriver, Light Truck	14.63
31362 - Truckdriver, Medium Truck	15.55
31363 - Truckdriver, Heavy Truck	19.16
31364 - Truckdriver, Tractor-Trailer	19.16
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.70
99030 - Cashier	8.93
99041 - Carnival Equipment Operator	11.50
99042 - Carnival Equipment Repairer	12.39
99043 - Carnival Worker	9.53
99050 - Desk Clerk	11.82
99095 - Embalmer	18.90
99300 - Lifeguard	10.01
99310 - Mortician	28.93
99350 - Park Attendant (Aide)	14.01
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.48
99500 - Recreation Specialist	17.60
99510 - Recycling Worker	16.58
99610 - Sales Clerk	11.82
99620 - School Crossing Guard (Crosswalk Attendant)	10.53
99630 - Sport Official	11.15
99658 - Survey Party Chief (Chief of Party)	22.97
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	20.92
99660 - Surveying Aide	17.27
99690 - Swimming Pool Operator	16.06
99720 - Vending Machine Attendant	13.09
99730 - Vending Machine Repairer	16.06
99740 - Vending Machine Repairer Helper	13.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as

numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2255 Revision No.: 23 Date of Last Revision: 03/18/2005

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

****Fringe Benefits Required Follow the Occupational Listing****

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05005 - Automotive Body Repairer, Fiberglass	19.41
05010 - Automotive Glass Installer	17.82
05040 - Automotive Worker	16.72
05070 - Electrician, Automotive	17.48
05100 - Mobile Equipment Servicer	15.13
05130 - Motor Equipment Metal Mechanic	18.25
05160 - Motor Equipment Metal Worker	16.72
05190 - Motor Vehicle Mechanic	18.25
05220 - Motor Vehicle Mechanic Helper	14.26
05250 - Motor Vehicle Upholstery Worker	15.88
05280 - Motor Vehicle Wrecker	16.72
05310 - Painter, Automotive	17.48
05340 - Radiator Repair Specialist	16.72
05370 - Tire Repairer	14.22
05400 - Transmission Repair Specialist	18.25
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.63
07010 - Baker	14.36
07041 - Cook I	12.37
07042 - Cook II	13.61
07070 - Dishwasher	9.22
07130 - Meat Cutter	17.81
07250 - Waiter/Waitress	10.49
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.02
09040 - Furniture Handler	13.14

09070 - Furniture Refinisher	17.02
09100 - Furniture Refinisher Helper	13.91
09110 - Furniture Repairer, Minor	15.45
09130 - Upholsterer	17.02
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.33
11060 - Elevator Operator	11.19
11090 - Gardener	15.67
11121 - House Keeping Aid I	10.07
11122 - House Keeping Aid II	11.32
11150 - Janitor	12.41
11210 - Laborer, Grounds Maintenance	14.25
11240 - Maid or Houseman	11.80
11270 - Pest Controller	16.10
11300 - Refuse Collector	14.11
11330 - Tractor Operator	15.47
11360 - Window Cleaner	13.35
12000 - Health Occupations	
12020 - Dental Assistant	16.32
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.25
12071 - Licensed Practical Nurse I	15.96
12072 - Licensed Practical Nurse II	17.97
12073 - Licensed Practical Nurse III	20.12
12100 - Medical Assistant	14.10
12130 - Medical Laboratory Technician	15.51
12160 - Medical Record Clerk	14.97
12190 - Medical Record Technician	15.49
12221 - Nursing Assistant I	9.73
12222 - Nursing Assistant II	10.96
12223 - Nursing Assistant III	11.52
12224 - Nursing Assistant IV	13.40
12250 - Pharmacy Technician	13.89
12280 - Phlebotomist	13.40
12311 - Registered Nurse I	24.79
12312 - Registered Nurse II	29.43
12313 - Registered Nurse II, Specialist	29.43
12314 - Registered Nurse III	35.23
12315 - Registered Nurse III, Anesthetist	35.23
12316 - Registered Nurse IV	42.22
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.29
13011 - Exhibits Specialist I	18.46
13012 - Exhibits Specialist II	23.47
13013 - Exhibits Specialist III	28.71
13041 - Illustrator I	19.66
13042 - Illustrator II	24.61
13043 - Illustrator III	30.10
13047 - Librarian	29.69
13050 - Library Technician	15.92
13071 - Photographer I	14.36
13072 - Photographer II	18.80
13073 - Photographer III	23.90
13074 - Photographer IV	29.22
13075 - Photographer V	35.35
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.14
15030 - Counter Attendant	9.14
15040 - Dry Cleaner	12.14
15070 - Finisher, Flatwork, Machine	9.14
15090 - Presser, Hand	9.14
15100 - Presser, Machine, Drycleaning	9.14
15130 - Presser, Machine, Shirts	9.14
15160 - Presser, Machine, Wearing Apparel, Laundry	9.14

15190 - Sewing Machine Operator	12.88
15220 - Tailor	13.45
15250 - Washer, Machine	10.16
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.61
19040 - Tool and Die Maker	22.00
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.81
21020 - Material Coordinator	20.64
21030 - Material Expediter	20.64
21040 - Material Handling Laborer	13.47
21050 - Order Filler	13.10
21071 - Forklift Operator	14.80
21080 - Production Line Worker (Food Processing)	14.87
21100 - Shipping/Receiving Clerk	16.09
21130 - Shipping Packer	16.09
21140 - Store Worker I	10.79
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.59
21210 - Tools and Parts Attendant	14.87
21400 - Warehouse Specialist	14.57
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	24.07
23040 - Aircraft Mechanic Helper	18.46
23050 - Aircraft Quality Control Inspector	24.73
23060 - Aircraft Servicer	20.75
23070 - Aircraft Worker	21.81
23100 - Appliance Mechanic	20.97
23120 - Bicycle Repairer	14.22
23125 - Cable Splicer	24.83
23130 - Carpenter, Maintenance	22.67
23140 - Carpet Layer	21.55
23160 - Electrician, Maintenance	27.32
23181 - Electronics Technician, Maintenance I	17.46
23182 - Electronics Technician, Maintenance II	22.77
23183 - Electronics Technician, Maintenance III	23.76
23260 - Fabric Worker	18.70
23290 - Fire Alarm System Mechanic	22.09
23310 - Fire Extinguisher Repairer	19.11
23340 - Fuel Distribution System Mechanic	21.48
23370 - General Maintenance Worker	19.65
23400 - Heating, Refrigeration and Air Conditioning Mechanic	22.30
23430 - Heavy Equipment Mechanic	22.33
23440 - Heavy Equipment Operator	25.98
23460 - Instrument Mechanic	23.05
23470 - Laborer	13.97
23500 - Locksmith	20.59
23530 - Machinery Maintenance Mechanic	22.07
23550 - Machinist, Maintenance	22.80
23580 - Maintenance Trades Helper	16.83
23640 - Millwright	23.19
23700 - Office Appliance Repairer	22.08
23740 - Painter, Aircraft	20.80
23760 - Painter, Maintenance	20.59
23790 - Pipefitter, Maintenance	24.44
23800 - Plumber, Maintenance	23.32
23820 - Pneudraulic Systems Mechanic	22.80
23850 - Rigger	22.80
23870 - Scale Mechanic	21.11
23890 - Sheet-Metal Worker, Maintenance	24.84
23910 - Small Engine Mechanic	19.65
23930 - Telecommunication Mechanic I	25.52
23931 - Telecommunication Mechanic II	26.48
23950 - Telephone Lineman	25.52

23960 - Welder, Combination, Maintenance	21.48
23965 - Well Driller	23.62
23970 - Woodcraft Worker	23.05
23980 - Woodworker	18.52
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.94
24580 - Child Care Center Clerk	14.63
24600 - Chore Aid	11.80
24630 - Homemaker	19.09
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.96
25040 - Sewage Plant Operator	19.13
25070 - Stationary Engineer	21.96
25190 - Ventilation Equipment Tender	17.00
25210 - Water Treatment Plant Operator	19.13
27000 - Protective Service Occupations	
(not set) - Police Officer	22.92
27004 - Alarm Monitor	16.41
27006 - Corrections Officer	23.22
27010 - Court Security Officer	21.55
27040 - Detention Officer	23.22
27070 - Firefighter	21.32
27101 - Guard I	11.88
27102 - Guard II	16.41
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	22.59
28020 - Hatch Tender	22.59
28030 - Line Handler	21.11
28040 - Stevedore I	21.73
28050 - Stevedore II	24.28
29000 - Technical Occupations	
21150 - Graphic Artist	28.67
29010 - Air Traffic Control Specialist, Center (2)	33.40
29011 - Air Traffic Control Specialist, Station (2)	23.04
29012 - Air Traffic Control Specialist, Terminal (2)	25.37
29023 - Archeological Technician I	17.53
29024 - Archeological Technician II	19.62
29025 - Archeological Technician III	24.31
29030 - Cartographic Technician	24.31
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.10
29040 - Civil Engineering Technician	22.95
29061 - Drafter I	15.34
29062 - Drafter II	17.53
29063 - Drafter III	19.62
29064 - Drafter IV	24.31
29081 - Engineering Technician I	15.72
29082 - Engineering Technician II	17.65
29083 - Engineering Technician III	19.76
29084 - Engineering Technician IV	24.48
29085 - Engineering Technician V	29.94
29086 - Engineering Technician VI	34.99
29090 - Environmental Technician	23.55
29100 - Flight Simulator/Instructor (Pilot)	33.42
29160 - Instructor	29.09
29210 - Laboratory Technician	20.32
29240 - Mathematical Technician	23.03
29361 - Paralegal/Legal Assistant I	16.70
29362 - Paralegal/Legal Assistant II	20.70
29363 - Paralegal/Legal Assistant III	25.32
29364 - Paralegal/Legal Assistant IV	30.64
29390 - Photooptics Technician	24.31
29480 - Technical Writer	30.90
29491 - Unexploded Ordnance (UXO) Technician I	21.23

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29492 - Unexploded Ordnance (UXO) Technician II		25.68
29493 - Unexploded Ordnance (UXO) Technician III		30.78
29494 - Unexploded (UXO) Safety Escort		21.23
29495 - Unexploded (UXO) Sweep Personnel		21.23
29620 - Weather Observer, Senior (3)		23.55
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)		19.43
29622 - Weather Observer, Upper Air (3)		19.43
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver		17.01
31260 - Parking and Lot Attendant		9.98
31290 - Shuttle Bus Driver		15.21
31300 - Taxi Driver		12.03
31361 - Truckdriver, Light Truck		14.97
31362 - Truckdriver, Medium Truck		17.96
31363 - Truckdriver, Heavy Truck		19.16
31364 - Truckdriver, Tractor-Trailer		19.16
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker		11.00
99030 - Cashier		11.25
99041 - Carnival Equipment Operator		11.52
99042 - Carnival Equipment Repairer		12.20
99043 - Carnival Worker		9.53
99050 - Desk Clerk		13.70
99095 - Embalmer		17.18
99300 - Lifeguard		12.23
99310 - Mortician		28.93
99350 - Park Attendant (Aide)		15.30
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)		12.66
99500 - Recreation Specialist		19.19
99510 - Recycling Worker		17.05
99610 - Sales Clerk		12.23
99620 - School Crossing Guard (Crosswalk Attendant)		10.53
99630 - Sport Official		12.23
99658 - Survey Party Chief (Chief of Party)		23.00
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)		20.92
99660 - Surveying Aide		15.22
99690 - Swimming Pool Operator		16.06
99720 - Vending Machine Attendant		13.62
99730 - Vending Machine Repairer		16.06
99740 - Vending Machine Repairer Helper		13.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

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proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2253
Revision No.: 21
Date of Last Revision: 03/18/2005

Applicable in the following cities and towns in Massachusetts and Rhode Island:

Massachusetts:

WORCESTER COUNTY: Blackstone, Millville, and Woonsocket

BRISTOL COUNTY: Attleboro, North Attleboro, Rehoboth, and Seekonk

NORFOLK COUNTY: Plainville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, City of Providence, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.41
01012 - Accounting Clerk II	12.52
01013 - Accounting Clerk III	15.00
01014 - Accounting Clerk IV	16.83
01030 - Court Reporter	16.44
01050 - Dispatcher, Motor Vehicle	15.38
01060 - Document Preparation Clerk	12.72
01070 - Messenger (Courier)	10.63
01090 - Duplicating Machine Operator	12.72
01110 - Film/Tape Librarian	12.62
01115 - General Clerk I	9.23
01116 - General Clerk II	10.80
01117 - General Clerk III	12.50
01118 - General Clerk IV	15.48
01120 - Housing Referral Assistant	17.80
01131 - Key Entry Operator I	10.87
01132 - Key Entry Operator II	12.91
01191 - Order Clerk I	11.77
01192 - Order Clerk II	13.26
01261 - Personnel Assistant (Employment) I	10.63
01262 - Personnel Assistant (Employment) II	13.08
01263 - Personnel Assistant (Employment) III	15.38
01264 - Personnel Assistant (Employment) IV	18.76
01270 - Production Control Clerk	17.45
01290 - Rental Clerk	12.96
01300 - Scheduler, Maintenance	14.26
01311 - Secretary I	14.26
01312 - Secretary II	15.83
01313 - Secretary III	17.57
01314 - Secretary IV	19.50
01315 - Secretary V	22.49
01320 - Service Order Dispatcher	15.69
01341 - Stenographer I	12.91
01342 - Stenographer II	14.38
01400 - Supply Technician	18.11

01420 - Survey Worker (Interviewer)	14.23
01460 - Switchboard Operator-Receptionist	12.63
01510 - Test Examiner	15.83
01520 - Test Proctor	15.83
01531 - Travel Clerk I	10.57
01532 - Travel Clerk II	11.22
01533 - Travel Clerk III	11.77
01611 - Word Processor I	12.83
01612 - Word Processor II	15.04
01613 - Word Processor III	16.87
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.08
03041 - Computer Operator I	13.55
03042 - Computer Operator II	15.18
03043 - Computer Operator III	19.06
03044 - Computer Operator IV	22.79
03045 - Computer Operator V	25.27
03071 - Computer Programmer I (1)	16.26
03072 - Computer Programmer II (1)	18.71
03073 - Computer Programmer III (1)	24.31
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	26.64
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.55
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.75
05010 - Automotive Glass Installer	15.12
05040 - Automotive Worker	15.12
05070 - Electrician, Automotive	16.25
05100 - Mobile Equipment Servicer	14.02
05130 - Motor Equipment Metal Mechanic	16.37
05160 - Motor Equipment Metal Worker	15.18
05190 - Motor Vehicle Mechanic	16.37
05220 - Motor Vehicle Mechanic Helper	13.38
05250 - Motor Vehicle Upholstery Worker	15.58
05280 - Motor Vehicle Wrecker	15.18
05310 - Painter, Automotive	15.78
05340 - Radiator Repair Specialist	15.18
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	16.37
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.39
07010 - Baker	11.99
07041 - Cook I	11.81
07042 - Cook II	13.53
07070 - Dishwasher	9.58
07130 - Meat Cutter	14.77
07250 - Waiter/Waitress	8.13
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.11
09040 - Furniture Handler	12.06
09070 - Furniture Refinisher	14.33
09100 - Furniture Refinisher Helper	12.15
09110 - Furniture Repairer, Minor	13.26
09130 - Upholsterer	14.11
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.33
11060 - Elevator Operator	10.33
11090 - Gardener	13.55
11121 - House Keeping Aid I	10.03
11122 - House Keeping Aid II	11.46
11150 - Janitor	11.03

11210 - Laborer, Grounds Maintenance	11.62
11240 - Maid or Houseman	10.14
11270 - Pest Controller	13.26
11300 - Refuse Collector	11.03
11330 - Tractor Operator	12.91
11360 - Window Cleaner	11.03
12000 - Health Occupations	
12020 - Dental Assistant	16.01
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
12071 - Licensed Practical Nurse I	15.20
12072 - Licensed Practical Nurse II	17.06
12073 - Licensed Practical Nurse III	19.09
12100 - Medical Assistant	11.57
12130 - Medical Laboratory Technician	19.77
12160 - Medical Record Clerk	13.34
12190 - Medical Record Technician	14.62
12221 - Nursing Assistant I	10.25
12222 - Nursing Assistant II	11.53
12223 - Nursing Assistant III	12.52
12224 - Nursing Assistant IV	14.05
12250 - Pharmacy Technician	12.64
12280 - Phlebotomist	14.05
12311 - Registered Nurse I	23.22
12312 - Registered Nurse II	27.14
12313 - Registered Nurse II, Specialist	27.14
12314 - Registered Nurse III	31.20
12315 - Registered Nurse III, Anesthetist	31.20
12316 - Registered Nurse IV	37.38
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.78
13011 - Exhibits Specialist I	17.58
13012 - Exhibits Specialist II	21.37
13013 - Exhibits Specialist III	26.16
13041 - Illustrator I	15.74
13042 - Illustrator II	22.28
13043 - Illustrator III	24.79
13047 - Librarian	24.11
13050 - Library Technician	13.43
13071 - Photographer I	13.16
13072 - Photographer II	15.48
13073 - Photographer III	20.47
13074 - Photographer IV	20.47
13075 - Photographer V	23.99
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.72
15030 - Counter Attendant	8.72
15040 - Dry Cleaner	10.57
15070 - Finisher, Flatwork, Machine	8.72
15090 - Presser, Hand	8.72
15100 - Presser, Machine, Drycleaning	8.72
15130 - Presser, Machine, Shirts	8.72
15160 - Presser, Machine, Wearing Apparel, Laundry	8.72
15190 - Sewing Machine Operator	11.15
15220 - Tailor	11.60
15250 - Washer, Machine	9.14
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.72
19040 - Tool and Die Maker	20.84
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	18.00
21020 - Material Coordinator	17.45
21030 - Material Expediter	17.45
21040 - Material Handling Laborer	11.70

21050 - Order Filler	11.70
21071 - Forklift Operator	15.97
21080 - Production Line Worker (Food Processing)	15.97
21100 - Shipping/Receiving Clerk	12.25
21130 - Shipping Packer	12.57
21140 - Store Worker I	9.98
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.05
21210 - Tools and Parts Attendant	15.97
21400 - Warehouse Specialist	15.97
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.43
23040 - Aircraft Mechanic Helper	17.52
23050 - Aircraft Quality Control Inspector	22.22
23060 - Aircraft Servicer	19.13
23070 - Aircraft Worker	19.87
23100 - Appliance Mechanic	17.97
23120 - Bicycle Repairer	12.12
23125 - Cable Splicer	22.41
23130 - Carpenter, Maintenance	19.38
23140 - Carpet Layer	20.23
23160 - Electrician, Maintenance	22.76
23181 - Electronics Technician, Maintenance I	19.57
23182 - Electronics Technician, Maintenance II	20.34
23183 - Electronics Technician, Maintenance III	21.11
23260 - Fabric Worker	14.42
23290 - Fire Alarm System Mechanic	18.17
23310 - Fire Extinguisher Repairer	16.21
23340 - Fuel Distribution System Mechanic	21.01
23370 - General Maintenance Worker	16.17
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.41
23430 - Heavy Equipment Mechanic	18.52
23440 - Heavy Equipment Operator	21.95
23460 - Instrument Mechanic	18.17
23470 - Laborer	11.12
23500 - Locksmith	15.88
23530 - Machinery Maintenance Mechanic	17.42
23550 - Machinist, Maintenance	18.45
23580 - Maintenance Trades Helper	11.96
23640 - Millwright	18.17
23700 - Office Appliance Repairer	18.14
23740 - Painter, Aircraft	16.42
23760 - Painter, Maintenance	16.43
23790 - Pipefitter, Maintenance	19.33
23800 - Plumber, Maintenance	18.80
23820 - Pneudraulic Systems Mechanic	19.07
23850 - Rigger	17.26
23870 - Scale Mechanic	17.54
23890 - Sheet-Metal Worker, Maintenance	19.74
23910 - Small Engine Mechanic	15.41
23930 - Telecommunication Mechanic I	18.76
23931 - Telecommunication Mechanic II	19.45
23950 - Telephone Lineman	18.76
23960 - welder, Combination, Maintenance	15.18
23965 - Well Driller	19.92
23970 - Woodcraft Worker	18.37
23980 - Woodworker	13.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.37
24580 - Child Care Center Clerk	10.53
24600 - Chore Aid	10.19
24630 - Homemaker	14.58
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.10

25040 - Sewage Plant Operator	18.02
25070 - Stationary Engineer	20.10
25190 - Ventilation Equipment Tender	15.94
25210 - Water Treatment Plant Operator	18.02
27000 - Protective Service Occupations	
(not set) - Police Officer	21.41
27004 - Alarm Monitor	14.18
27006 - Corrections Officer	19.56
27010 - Court Security Officer	19.90
27040 - Detention Officer	19.56
27070 - Firefighter	20.42
27101 - Guard I	8.47
27102 - Guard II	11.95
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.34
28020 - Hatch Tender	17.34
28030 - Line Handler	17.34
28040 - Stevedore I	16.60
28050 - Stevedore II	18.06
29000 - Technical Occupations	
21150 - Graphic Artist	20.95
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	15.36
29024 - Archeological Technician II	17.26
29025 - Archeological Technician III	21.37
29030 - Cartographic Technician	21.37
29035 - Computer Based Training (CBT) Specialist/ Instructor	26.64
29040 - Civil Engineering Technician	19.66
29061 - Drafter I	13.90
29062 - Drafter II	16.55
29063 - Drafter III	18.87
29064 - Drafter IV	21.37
29081 - Engineering Technician I	13.55
29082 - Engineering Technician II	15.20
29083 - Engineering Technician III	17.03
29084 - Engineering Technician IV	20.33
29085 - Engineering Technician V	24.88
29086 - Engineering Technician VI	31.50
29090 - Environmental Technician	21.75
29100 - Flight Simulator/Instructor (Pilot)	30.28
29160 - Instructor	22.48
29210 - Laboratory Technician	17.40
29240 - Mathematical Technician	20.79
29361 - Paralegal/Legal Assistant I	14.12
29362 - Paralegal/Legal Assistant II	18.93
29363 - Paralegal/Legal Assistant III	20.15
29364 - Paralegal/Legal Assistant IV	28.31
29390 - Photooptics Technician	20.48
29480 - Technical Writer	27.60
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	18.85
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.05
29622 - Weather Observer, Upper Air (3)	18.05
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.37
31260 - Parking and Lot Attendant	9.93
31290 - Shuttle Bus Driver	13.32

31300 - Taxi Driver	11.56
31361 - Truckdriver, Light Truck	13.32
31362 - Truckdriver, Medium Truck	13.83
31363 - Truckdriver, Heavy Truck	18.43
31364 - Truckdriver, Tractor-Trailer	23.16
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.68
99030 - Cashier	8.88
99041 - Carnival Equipment Operator	10.66
99042 - Carnival Equipment Repairer	11.19
99043 - Carnival Worker	9.11
99050 - Desk Clerk	9.35
99095 - Embalmer	20.02
99300 - Lifeguard	10.52
99310 - Mortician	26.51
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.52
99500 - Recreation Specialist	9.85
99510 - Recycling Worker	11.74
99610 - Sales Clerk	10.60
99620 - School Crossing Guard (Crosswalk Attendant)	11.03
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	11.77
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.23
99660 - Surveying Aide	8.43
99690 - Swimming Pool Operator	12.84
99720 - Vending Machine Attendant	11.32
99730 - Vending Machine Repairer	12.84
99740 - Vending Machine Repairer Helper	11.32

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2373
Revision No.: 23
Date of Last Revision: 08/06/2004

State: New York

Area: New York Counties of Nassau, Suffolk

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.41
01012 - Accounting Clerk II	13.95
01013 - Accounting Clerk III	16.77
01014 - Accounting Clerk IV	18.67
01030 - Court Reporter	19.26
01050 - Dispatcher, Motor Vehicle	20.34
01060 - Document Preparation Clerk	15.41
01070 - Messenger (Courier)	11.89
01090 - Duplicating Machine Operator	14.49
01110 - Film/Tape Librarian	15.22
01115 - General Clerk I	11.76
01116 - General Clerk II	13.22
01117 - General Clerk III	15.40
01118 - General Clerk IV	16.61
01120 - Housing Referral Assistant	19.92
01131 - Key Entry Operator I	12.98
01132 - Key Entry Operator II	14.17
01191 - Order Clerk I	17.88
01192 - Order Clerk II	18.59
01261 - Personnel Assistant (Employment) I	15.68
01262 - Personnel Assistant (Employment) II	16.67
01263 - Personnel Assistant (Employment) III	18.70
01264 - Personnel Assistant (Employment) IV	20.79
01270 - Production Control Clerk	18.97
01290 - Rental Clerk	16.65
01300 - Scheduler, Maintenance	16.92
01311 - Secretary I	16.92
01312 - Secretary II	19.21
01313 - Secretary III	20.45
01314 - Secretary IV	23.33
01315 - Secretary V	28.70
01320 - Service Order Dispatcher	18.18
01341 - Stenographer I	16.64
01342 - Stenographer II	19.87
01400 - Supply Technician	23.33
01420 - Survey Worker (Interviewer)	15.36
01460 - Switchboard Operator-Receptionist	13.26
01510 - Test Examiner	19.21
01520 - Test Proctor	19.21
01531 - Travel Clerk I	14.09
01532 - Travel Clerk II	15.27
01533 - Travel Clerk III	16.58

01611 - Word Processor I	15.14
01612 - Word Processor II	20.16
01613 - Word Processor III	21.36
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.84
03041 - Computer Operator I	13.89
03042 - Computer Operator II	18.11
03043 - Computer Operator III	21.44
03044 - Computer Operator IV	25.67
03045 - Computer Operator V	27.62
03071 - Computer Programmer I (1)	22.64
03072 - Computer Programmer II (1)	27.62
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.89
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.43
05010 - Automotive Glass Installer	24.75
05040 - Automotive Worker	24.75
05070 - Electrician, Automotive	25.91
05100 - Mobile Equipment Servicer	14.88
05130 - Motor Equipment Metal Mechanic	28.38
05160 - Motor Equipment Metal Worker	24.75
05190 - Motor Vehicle Mechanic	26.93
05220 - Motor Vehicle Mechanic Helper	21.76
05250 - Motor Vehicle Upholstery Worker	23.74
05280 - Motor Vehicle Wrecker	24.75
05310 - Painter, Automotive	25.91
05340 - Radiator Repair Specialist	24.75
05370 - Tire Repairer	16.69
05400 - Transmission Repair Specialist	26.83
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	13.67
07010 - Baker	18.23
07041 - Cook I	16.75
07042 - Cook II	18.23
07070 - Dishwasher	13.67
07130 - Meat Cutter	22.64
07250 - Waiter/Waitress	14.45
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	21.10
09040 - Furniture Handler	16.03
09070 - Furniture Refinisher	21.10
09100 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer, Minor	19.40
09130 - Upholsterer	21.10
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	13.67
11060 - Elevator Operator	13.67
11090 - Gardener	16.75
11121 - House Keeping Aid I	13.37
11122 - House Keeping Aid II	13.68
11150 - Janitor	13.69
11210 - Laborer, Grounds Maintenance	14.45
11240 - Maid or Houseman	13.68
11270 - Pest Controller	18.15
11300 - Refuse Collector	20.11
11330 - Tractor Operator	15.96
11360 - Window Cleaner	15.89
12000 - Health Occupations	

12020 - Dental Assistant	14.29
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	17.20
12071 - Licensed Practical Nurse I	16.35
12072 - Licensed Practical Nurse II	18.35
12073 - Licensed Practical Nurse III	20.15
12100 - Medical Assistant	14.00
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	15.94
12190 - Medical Record Technician	18.69
12221 - Nursing Assistant I	10.88
12222 - Nursing Assistant II	12.24
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.64
12250 - Pharmacy Technician	15.87
12280 - Phlebotomist	23.02
12311 - Registered Nurse I	29.08
12312 - Registered Nurse II	30.79
12313 - Registered Nurse II, Specialist	30.79
12314 - Registered Nurse III	34.58
12315 - Registered Nurse III, Anesthetist	34.58
12316 - Registered Nurse IV	41.50
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	23.64
13011 - Exhibits Specialist I	24.09
13012 - Exhibits Specialist II	25.69
13013 - Exhibits Specialist III	34.46
13041 - Illustrator I	25.77
13042 - Illustrator II	27.48
13043 - Illustrator III	35.77
13047 - Librarian	30.78
13050 - Library Technician	17.44
13071 - Photographer I	16.20
13072 - Photographer II	22.38
13073 - Photographer III	24.80
13074 - Photographer IV	32.01
13075 - Photographer V	38.95
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.63
15030 - Counter Attendant	9.63
15040 - Dry Cleaner	11.86
15070 - Finisher, Flatwork, Machine	9.63
15090 - Presser, Hand	9.63
15100 - Presser, Machine, Drycleaning	9.63
15130 - Presser, Machine, Shirts	9.63
15160 - Presser, Machine, Wearing Apparel, Laundry	9.63
15190 - Sewing Machine Operator	12.59
15220 - Tailor	13.30
15250 - Washer, Machine	10.44
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	20.87
19040 - Tool and Die Maker	24.46
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.74
21020 - Material Coordinator	17.84
21030 - Material Expediter	17.84
21040 - Material Handling Laborer	14.62
21050 - Order Filler	14.85
21071 - Forklift Operator	16.38
21080 - Production Line Worker (Food Processing)	16.38
21100 - Shipping/Receiving Clerk	14.16
21130 - Shipping Packer	13.34
21140 - Store Worker I	12.49
21150 - Stock Clerk (Shelf stocker; store worker II)	15.65

21210 - Tools and Parts Attendant	16.38
21400 - Warehouse Specialist	16.38
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.92
23040 - Aircraft Mechanic Helper	17.71
23050 - Aircraft Quality Control Inspector	22.78
23060 - Aircraft Servicer	19.40
23070 - Aircraft Worker	20.21
23100 - Appliance Mechanic	21.10
23120 - Bicycle Repairer	17.94
23125 - Cable Splicer	27.03
23130 - Carpenter, Maintenance	26.29
23140 - Carpet Layer	20.46
23160 - Electrician, Maintenance	30.77
23181 - Electronics Technician, Maintenance I	21.31
23182 - Electronics Technician, Maintenance II	25.51
23183 - Electronics Technician, Maintenance III	26.86
23260 - Fabric Worker	19.40
23290 - Fire Alarm System Mechanic	21.92
23310 - Fire Extinguisher Repairer	18.57
23340 - Fuel Distribution System Mechanic	22.21
23370 - General Maintenance Worker	20.21
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.92
23430 - Heavy Equipment Mechanic	21.92
23440 - Heavy Equipment Operator	26.35
23460 - Instrument Mechanic	21.92
23470 - Laborer	15.95
23500 - Locksmith	21.10
23530 - Machinery Maintenance Mechanic	21.92
23550 - Machinist, Maintenance	21.92
23580 - Maintenance Trades Helper	17.71
23640 - Millwright	21.92
23700 - Office Appliance Repairer	21.41
23740 - Painter, Aircraft	21.10
23760 - Painter, Maintenance	24.27
23790 - Pipefitter, Maintenance	24.37
23800 - Plumber, Maintenance	21.33
23820 - Pneudraulic Systems Mechanic	21.92
23850 - Rigger	21.92
23870 - Scale Mechanic	20.21
23890 - Sheet-Metal Worker, Maintenance	22.40
23910 - Small Engine Mechanic	20.92
23930 - Telecommunication Mechanic I	26.40
23931 - Telecommunication Mechanic II	27.56
23950 - Telephone Lineman	26.40
23960 - Welder, Combination, Maintenance	21.92
23965 - Well Driller	21.92
23970 - Woodcraft Worker	21.92
23980 - Woodworker	18.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	14.53
24600 - Chore Aid	12.79
24630 - Homemaker	15.02
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	24.88
25040 - Sewage Plant Operator	21.10
25070 - Stationary Engineer	25.94
25190 - Ventilation Equipment Tender	19.48
25210 - Water Treatment Plant Operator	23.21
27000 - Protective Service Occupations	
(not set) - Police Officer	27.71
27004 - Alarm Monitor	17.03

27006 - Corrections Officer	24.86
27010 - Court Security Officer	27.43
27040 - Detention Officer	24.86
27070 - Firefighter	23.99
27101 - Guard I	12.20
27102 - Guard II	20.00
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	19.75
28020 - Hatch Tender	19.75
28030 - Line Handler	19.75
28040 - Stevedore I	18.16
28050 - Stevedore II	19.86
29000 - Technical Occupations	
21150 - Graphic Artist	22.75
29010 - Air Traffic Control Specialist, Center (2)	32.80
29011 - Air Traffic Control Specialist, Station (2)	22.63
29012 - Air Traffic Control Specialist, Terminal (2)	24.92
29023 - Archeological Technician I	22.43
29024 - Archeological Technician II	25.07
29025 - Archeological Technician III	31.09
29030 - Cartographic Technician	29.15
29035 - Computer Based Training (CBT) Specialist/ Instructor	31.66
29040 - Civil Engineering Technician	24.32
29061 - Drafter I	15.33
29062 - Drafter II	19.18
29063 - Drafter III	26.50
29064 - Drafter IV	28.26
29081 - Engineering Technician I	13.86
29082 - Engineering Technician II	16.54
29083 - Engineering Technician III	20.25
29084 - Engineering Technician IV	23.89
29085 - Engineering Technician V	26.92
29086 - Engineering Technician VI	32.57
29090 - Environmental Technician	20.20
29100 - Flight Simulator/Instructor (Pilot)	33.42
29160 - Instructor	27.91
29210 - Laboratory Technician	19.60
29240 - Mathematical Technician	31.09
29361 - Paralegal/Legal Assistant I	19.90
29362 - Paralegal/Legal Assistant II	24.21
29363 - Paralegal/Legal Assistant III	29.53
29364 - Paralegal/Legal Assistant IV	35.84
29390 - Photooptics Technician	28.11
29480 - Technical writer	30.32
29491 - Unexploded Ordnance (UXO) Technician I	20.85
29492 - Unexploded Ordnance (UXO) Technician II	25.23
29493 - Unexploded Ordnance (UXO) Technician III	30.24
29494 - Unexploded (UXO) Safety Escort	20.85
29495 - Unexploded (UXO) Sweep Personnel	20.85
29620 - Weather Observer, Senior (3)	24.59
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	22.14
29622 - Weather Observer, Upper Air (3)	22.14
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.58
31260 - Parking and Lot Attendant	9.05
31290 - Shuttle Bus Driver	14.14
31300 - Taxi Driver	12.05
31361 - Truckdriver, Light Truck	14.63
31362 - Truckdriver, Medium Truck	17.23
31363 - Truckdriver, Heavy Truck	22.43
31364 - Truckdriver, Tractor-Trailer	22.43
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	15.21

99030 - Cashier	18.74
99041 - Carnival Equipment Operator	15.96
99042 - Carnival Equipment Repairer	16.75
99043 - Carnival Worker	13.67
99050 - Desk Clerk	11.44
99095 - Embalmer	23.01
99300 - Lifeguard	13.30
99310 - Mortician	23.01
99350 - Park Attendant (Aide)	13.76
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.77
99500 - Recreation Specialist	15.47
99510 - Recycling Worker	13.28
99610 - Sales Clerk	11.27
99620 - School Crossing Guard (Crosswalk Attendant)	13.67
99630 - Sport Official	12.25
99658 - Survey Party Chief (Chief of Party)	18.77
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.87
99660 - Surveying Aide	10.12
99690 - Swimming Pool Operator	20.96
99720 - Vending Machine Attendant	20.27
99730 - Vending Machine Repairer	20.96
99740 - Vending Machine Repairer Helper	18.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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(See 29 CFR 4.174)

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employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

1994302310.txt

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-3023
Revision No.: 10
Date of Last Revision: 08/10/2004

State: Connecticut

Area: Connecticut County of New London
(Excluding Colchester Town)

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.67
01012 - Accounting Clerk II	12.90
01013 - Accounting Clerk III	14.74
01014 - Accounting Clerk IV	19.02
01030 - Court Reporter	14.54
01050 - Dispatcher, Motor Vehicle	14.32
01060 - Document Preparation Clerk	12.00
01070 - Messenger (Courier)	10.07
01090 - Duplicating Machine Operator	12.00
01110 - Film/Tape Librarian	12.83
01115 - General Clerk I	10.34
01116 - General Clerk II	11.98
01117 - General Clerk III	13.06
01118 - General Clerk IV	16.81
01120 - Housing Referral Assistant	16.45
01131 - Key Entry Operator I	10.71
01132 - Key Entry Operator II	11.86
01191 - Order Clerk I	10.97
01192 - Order Clerk II	14.49
01261 - Personnel Assistant (Employment) I	11.90
01262 - Personnel Assistant (Employment) II	13.33
01263 - Personnel Assistant (Employment) III	15.27
01264 - Personnel Assistant (Employment) IV	17.51
01270 - Production Control Clerk	16.23
01290 - Rental Clerk	12.83
01300 - Scheduler, Maintenance	13.12
01311 - Secretary I	13.13
01312 - Secretary II	14.32
01313 - Secretary III	16.45
01314 - Secretary IV	19.61
01315 - Secretary V	22.69
01320 - Service Order Dispatcher	13.12
01341 - Stenographer I	11.89
01342 - Stenographer II	13.61
01400 - Supply Technician	19.61
01420 - Survey Worker (Interviewer)	14.54
01460 - Switchboard Operator-Receptionist	11.43
01510 - Test Examiner	14.32
01520 - Test Proctor	14.32

01531 - Travel Clerk I	9.60
01532 - Travel Clerk II	10.45
01533 - Travel Clerk III	11.01
01611 - Word Processor I	10.91
01612 - Word Processor II	13.98
01613 - Word Processor III	15.65
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.77
03041 - Computer Operator I	12.96
03042 - Computer Operator II	14.51
03043 - Computer Operator III	17.40
03044 - Computer Operator IV	21.93
03045 - Computer Operator V	24.29
03071 - Computer Programmer I (1)	21.38
03072 - Computer Programmer II (1)	23.62
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	24.50
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.96
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.76
05010 - Automotive Glass Installer	19.54
05040 - Automotive Worker	19.54
05070 - Electrician, Automotive	20.20
05100 - Mobile Equipment Servicer	18.34
05130 - Motor Equipment Metal Mechanic	20.76
05160 - Motor Equipment Metal Worker	19.54
05190 - Motor Vehicle Mechanic	18.70
05220 - Motor Vehicle Mechanic Helper	17.67
05250 - Motor Vehicle Upholstery Worker	18.97
05280 - Motor Vehicle Wrecker	19.54
05310 - Painter, Automotive	18.18
05340 - Radiator Repair Specialist	17.58
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	18.69
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.69
07010 - Baker	10.93
07041 - Cook I	11.08
07042 - Cook II	11.98
07070 - Dishwasher	8.74
07130 - Meat Cutter	14.27
07250 - Waiter/Waitress	8.82
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	20.20
09040 - Furniture Handler	16.46
09070 - Furniture Refinisher	20.20
09100 - Furniture Refinisher Helper	17.67
09110 - Furniture Repairer, Minor	18.97
09130 - Upholsterer	20.20
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.75
11060 - Elevator Operator	11.05
11090 - Gardener	12.30
11121 - House Keeping Aid I	9.14
11122 - House Keeping Aid II	10.37
11150 - Janitor	11.43
11210 - Laborer, Grounds Maintenance	11.48
11240 - Maid or Houseman	9.74
11270 - Pest Controller	12.97
11300 - Refuse Collector	13.79

11330 - Tractor Operator	12.81
11360 - Window Cleaner	11.91
12000 - Health Occupations	
12020 - Dental Assistant	13.99
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.86
12071 - Licensed Practical Nurse I	12.67
12072 - Licensed Practical Nurse II	14.22
12073 - Licensed Practical Nurse III	15.91
12100 - Medical Assistant	12.50
12130 - Medical Laboratory Technician	13.60
12160 - Medical Record Clerk	10.21
12190 - Medical Record Technician	14.15
12221 - Nursing Assistant I	8.53
12222 - Nursing Assistant II	9.58
12223 - Nursing Assistant III	10.47
12224 - Nursing Assistant IV	11.73
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	14.63
12311 - Registered Nurse I	17.85
12312 - Registered Nurse II	21.85
12313 - Registered Nurse II, Specialist	21.85
12314 - Registered Nurse III	26.43
12315 - Registered Nurse III, Anesthetist	26.43
12316 - Registered Nurse IV	31.67
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.64
13011 - Exhibits Specialist I	16.74
13012 - Exhibits Specialist II	20.64
13013 - Exhibits Specialist III	25.22
13041 - Illustrator I	16.74
13042 - Illustrator II	20.64
13043 - Illustrator III	25.22
13047 - Librarian	22.93
13050 - Library Technician	16.09
13071 - Photographer I	14.71
13072 - Photographer II	18.89
13073 - Photographer III	23.39
13074 - Photographer IV	28.64
13075 - Photographer V	34.64
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.99
15030 - Counter Attendant	7.99
15040 - Dry Cleaner	9.65
15070 - Finisher, Flatwork, Machine	7.99
15090 - Presser, Hand	7.99
15100 - Presser, Machine, Drycleaning	9.19
15130 - Presser, Machine, Shirts	7.99
15160 - Presser, Machine, Wearing Apparel, Laundry	7.99
15190 - Sewing Machine Operator	10.73
15220 - Tailor	11.12
15250 - Washer, Machine	8.43
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	20.20
19040 - Tool and Die Maker	21.74
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	21.07
21020 - Material Coordinator	18.15
21030 - Material Expediter	18.50
21040 - Material Handling Laborer	13.77
21050 - Order Filler	11.45
21071 - Forklift Operator	15.37
21080 - Production Line Worker (Food Processing)	15.37
21100 - Shipping/Receiving Clerk	14.82

21130 - Shipping Packer	16.30
21140 - Store Worker I	11.78
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.32
21210 - Tools and Parts Attendant	15.37
21400 - Warehouse Specialist	16.42
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.44
23040 - Aircraft Mechanic Helper	18.25
23050 - Aircraft Quality Control Inspector	22.10
23060 - Aircraft Servicer	19.59
23070 - Aircraft Worker	20.18
23100 - Appliance Mechanic	20.20
23120 - Bicycle Repairer	17.72
23125 - Cable Splicer	24.24
23130 - Carpenter, Maintenance	20.20
23140 - Carpet Layer	19.54
23160 - Electrician, Maintenance	20.76
23181 - Electronics Technician, Maintenance I	19.17
23182 - Electronics Technician, Maintenance II	19.83
23183 - Electronics Technician, Maintenance III	23.47
23260 - Fabric Worker	18.97
23290 - Fire Alarm System Mechanic	20.76
23310 - Fire Extinguisher Repairer	18.34
23340 - Fuel Distribution System Mechanic	19.44
23370 - General Maintenance Worker	19.54
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.76
23430 - Heavy Equipment Mechanic	20.76
23440 - Heavy Equipment Operator	21.39
23460 - Instrument Mechanic	20.76
23470 - Laborer	11.37
23500 - Locksmith	20.20
23530 - Machinery Maintenance Mechanic	21.47
23550 - Machinist, Maintenance	20.76
23580 - Maintenance Trades Helper	17.62
23640 - Millwright	20.76
23700 - Office Appliance Repairer	20.20
23740 - Painter, Aircraft	20.20
23760 - Painter, Maintenance	19.78
23790 - Pipefitter, Maintenance	21.96
23800 - Plumber, Maintenance	20.84
23820 - Pneudraulic Systems Mechanic	20.76
23850 - Rigger	20.76
23870 - Scale Mechanic	19.54
23890 - Sheet-Metal Worker, Maintenance	20.76
23910 - Small Engine Mechanic	19.54
23930 - Telecommunication Mechanic I	20.76
23931 - Telecommunication Mechanic II	21.40
23950 - Telephone Lineman	20.76
23960 - Welder, Combination, Maintenance	20.76
23965 - Well Driller	20.76
23970 - Woodcraft Worker	20.76
23980 - Woodworker	18.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.08
24580 - Child Care Center Clerk	15.07
24600 - Chore Aid	11.44
24630 - Homemaker	22.31
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.61
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	20.61
25190 - Ventilation Equipment Tender	17.52
25210 - Water Treatment Plant Operator	19.52

27000 - Protective Service Occupations	
(not set) - Police Officer	22.91
27004 - Alarm Monitor	16.02
27006 - Corrections Officer	20.42
27010 - Court Security Officer	20.42
27040 - Detention Officer	20.42
27070 - Firefighter	17.92
27101 - Guard I	10.09
27102 - Guard II	14.51
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.10
28020 - Hatch Tender	18.10
28030 - Line Handler	18.10
28040 - Stevedore I	15.93
28050 - Stevedore II	21.47
29000 - Technical Occupations	
21150 - Graphic Artist	18.99
29010 - Air Traffic Control Specialist, Center (2)	31.64
29011 - Air Traffic Control Specialist, Station (2)	21.82
29012 - Air Traffic Control Specialist, Terminal (2)	24.02
29023 - Archeological Technician I	13.06
29024 - Archeological Technician II	14.62
29025 - Archeological Technician III	18.12
29030 - Cartographic Technician	21.53
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.50
29040 - Civil Engineering Technician	20.80
29061 - Drafter I	11.16
29062 - Drafter II	12.52
29063 - Drafter III	16.07
29064 - Drafter IV	19.90
29081 - Engineering Technician I	12.91
29082 - Engineering Technician II	14.47
29083 - Engineering Technician III	17.11
29084 - Engineering Technician IV	19.90
29085 - Engineering Technician V	23.67
29086 - Engineering Technician VI	28.63
29090 - Environmental Technician	19.90
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	25.09
29210 - Laboratory Technician	14.15
29240 - Mathematical Technician	19.90
29361 - Paralegal/Legal Assistant I	15.56
29362 - Paralegal/Legal Assistant II	21.31
29363 - Paralegal/Legal Assistant III	26.07
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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

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Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

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publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

01460 - Switchboard Operator-Receptionist	12.25
01510 - Test Examiner	17.39
01520 - Test Proctor	17.39
01531 - Travel Clerk I	11.98
01532 - Travel Clerk II	13.28
01533 - Travel Clerk III	14.70
01611 - Word Processor I	13.60
01612 - Word Processor II	15.28
01613 - Word Processor III	17.55
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.54
03041 - Computer Operator I	15.23
03042 - Computer Operator II	18.07
03043 - Computer Operator III	19.42
03044 - Computer Operator IV	21.88
03045 - Computer Operator V	25.88
03071 - Computer Programmer I (1)	17.79
03072 - Computer Programmer II (1)	22.06
03073 - Computer Programmer III (1)	27.00
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.54
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.41
05010 - Automotive Glass Installer	17.82
05040 - Automotive Worker	17.04
05070 - Electrician, Automotive	18.03
05100 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	18.78
05160 - Motor Equipment Metal Worker	16.97
05190 - Motor Vehicle Mechanic	18.25
05220 - Motor Vehicle Mechanic Helper	15.13
05250 - Motor Vehicle Upholstery Worker	16.29
05280 - Motor Vehicle Wrecker	16.97
05310 - Painter, Automotive	18.03
05340 - Radiator Repair Specialist	17.10
05370 - Tire Repairer	14.51
05400 - Transmission Repair Specialist	18.74
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.63
07010 - Baker	14.49
07041 - Cook I	12.37
07042 - Cook II	13.61
07070 - Dishwasher	9.35
07130 - Meat Cutter	17.81
07250 - Waiter/Waitress	10.49
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.37
09040 - Furniture Handler	12.48
09070 - Furniture Refinisher	17.37
09100 - Furniture Refinisher Helper	14.11
09110 - Furniture Repairer, Minor	15.74
09130 - Upholsterer	17.37
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.33
11060 - Elevator Operator	11.15
11090 - Gardener	15.88
11121 - House Keeping Aid I	10.07
11122 - House Keeping Aid II	11.32
11150 - Janitor	12.41
11210 - Laborer, Grounds Maintenance	14.25

11240 - Maid or Houseman	10.07
11270 - Pest Controller	16.10
11300 - Refuse Collector	14.31
11330 - Tractor Operator	15.50
11360 - Window Cleaner	13.17
12000 - Health Occupations	
12020 - Dental Assistant	16.32
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.25
12071 - Licensed Practical Nurse I	15.96
12072 - Licensed Practical Nurse II	17.97
12073 - Licensed Practical Nurse III	20.12
12100 - Medical Assistant	14.10
12130 - Medical Laboratory Technician	15.51
12160 - Medical Record Clerk	14.97
12190 - Medical Record Technician	15.49
12221 - Nursing Assistant I	9.73
12222 - Nursing Assistant II	10.95
12223 - Nursing Assistant III	11.95
12224 - Nursing Assistant IV	13.40
12250 - Pharmacy Technician	13.90
12280 - Phlebotomist	13.40
12311 - Registered Nurse I	24.35
12312 - Registered Nurse II	29.43
12313 - Registered Nurse II, Specialist	29.43
12314 - Registered Nurse III	35.23
12315 - Registered Nurse III, Anesthetist	35.23
12316 - Registered Nurse IV	42.22
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.29
13011 - Exhibits Specialist I	17.84
13012 - Exhibits Specialist II	22.08
13013 - Exhibits Specialist III	27.01
13041 - Illustrator I	18.82
13042 - Illustrator II	23.31
13043 - Illustrator III	26.04
13047 - Librarian	27.91
13050 - Library Technician	15.38
13071 - Photographer I	14.36
13072 - Photographer II	18.10
13073 - Photographer III	22.40
13074 - Photographer IV	26.78
13075 - Photographer V	27.87
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.14
15030 - Counter Attendant	9.14
15040 - Dry Cleaner	12.14
15070 - Finisher, Flatwork, Machine	9.14
15090 - Presser, Hand	9.14
15100 - Presser, Machine, Drycleaning	9.14
15130 - Presser, Machine, Shirts	9.14
15160 - Presser, Machine, Wearing Apparel, Laundry	9.14
15190 - Sewing Machine Operator	12.88
15220 - Tailor	13.45
15250 - Washer, Machine	10.16
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.03
19040 - Tool and Die Maker	22.00
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	18.17
21020 - Material Coordinator	20.64
21030 - Material Expediter	20.64
21040 - Material Handling Laborer	13.73
21050 - Order Filler	11.79

21071 - Forklift Operator	14.80
21080 - Production Line Worker (Food Processing)	16.44
21100 - Shipping/Receiving Clerk	15.84
21130 - Shipping Packer	15.84
21140 - Store Worker I	10.79
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.59
21210 - Tools and Parts Attendant	16.44
21400 - Warehouse Specialist	16.44
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	23.85
23040 - Aircraft Mechanic Helper	18.46
23050 - Aircraft Quality Control Inspector	29.67
23060 - Aircraft Servicer	20.75
23070 - Aircraft Worker	21.71
23100 - Appliance Mechanic	21.02
23120 - Bicycle Repairer	14.51
23125 - Cable Splicer	24.83
23130 - Carpenter, Maintenance	22.67
23140 - Carpet Layer	21.55
23160 - Electrician, Maintenance	28.45
23181 - Electronics Technician, Maintenance I	21.77
23182 - Electronics Technician, Maintenance II	22.77
23183 - Electronics Technician, Maintenance III	27.34
23260 - Fabric Worker	19.04
23290 - Fire Alarm System Mechanic	22.09
23310 - Fire Extinguisher Repairer	19.11
23340 - Fuel Distribution System Mechanic	21.89
23370 - General Maintenance Worker	19.93
23400 - Heating, Refrigeration and Air Conditioning Mechanic	22.30
23430 - Heavy Equipment Mechanic	22.33
23440 - Heavy Equipment Operator	25.98
23460 - Instrument Mechanic	23.05
23470 - Laborer	13.57
23500 - Locksmith	21.00
23530 - Machinery Maintenance Mechanic	21.76
23550 - Machinist, Maintenance	22.80
23580 - Maintenance Trades Helper	17.14
23640 - Millwright	23.19
23700 - Office Appliance Repairer	22.08
23740 - Painter, Aircraft	21.02
23760 - Painter, Maintenance	21.02
23790 - Pipefitter, Maintenance	24.44
23800 - Plumber, Maintenance	23.25
23820 - Pneudraulic Systems Mechanic	23.05
23850 - Rigger	22.80
23870 - Scale Mechanic	21.11
23890 - Sheet-Metal Worker, Maintenance	24.84
23910 - Small Engine Mechanic	19.93
23930 - Telecommunication Mechanic I	25.52
23931 - Telecommunication Mechanic II	26.48
23950 - Telephone Lineman	25.52
23960 - Welder, Combination, Maintenance	21.89
23965 - Well Driller	24.08
23970 - Woodcraft Worker	23.05
23980 - Woodworker	18.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.76
24580 - Child Care Center Clerk	14.68
24600 - Chore Aid	10.44
24630 - Homemaker	17.62
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.96
25040 - Sewage Plant Operator	19.13

25070 - Stationary Engineer	21.96
25190 - Ventilation Equipment Tender	17.00
25210 - Water Treatment Plant Operator	19.13
27000 - Protective Service Occupations	
(not set) - Police Officer	22.54
27004 - Alarm Monitor	16.41
27006 - Corrections Officer	23.22
27010 - Court Security Officer	21.55
27040 - Detention Officer	23.22
27070 - Firefighter	21.32
27101 - Guard I	11.88
27102 - Guard II	16.46
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	22.97
28020 - Hatch Tender	22.97
28030 - Line Handler	21.11
28040 - Stevedore I	22.35
28050 - Stevedore II	25.20
29000 - Technical Occupations	
21150 - Graphic Artist	28.67
29010 - Air Traffic Control Specialist, Center (2)	33.40
29011 - Air Traffic Control Specialist, Station (2)	23.04
29012 - Air Traffic Control Specialist, Terminal (2)	25.37
29023 - Archeological Technician I	16.97
29024 - Archeological Technician II	19.62
29025 - Archeological Technician III	24.31
29030 - Cartographic Technician	24.31
29035 - Computer Based Training (CBT) Specialist/ Instructor	29.11
29040 - Civil Engineering Technician	22.78
29061 - Drafter I	15.11
29062 - Drafter II	16.97
29063 - Drafter III	19.62
29064 - Drafter IV	24.31
29081 - Engineering Technician I	14.39
29082 - Engineering Technician II	17.65
29083 - Engineering Technician III	19.76
29084 - Engineering Technician IV	24.48
29085 - Engineering Technician V	29.94
29086 - Engineering Technician VI	36.23
29090 - Environmental Technician	22.23
29100 - Flight Simulator/Instructor (Pilot)	31.65
29160 - Instructor	27.83
29210 - Laboratory Technician	20.32
29240 - Mathematical Technician	24.11
29361 - Paralegal/Legal Assistant I	16.28
29362 - Paralegal/Legal Assistant II	20.70
29363 - Paralegal/Legal Assistant III	25.32
29364 - Paralegal/Legal Assistant IV	30.64
29390 - Photooptics Technician	24.31
29480 - Technical Writer	30.90
29491 - Unexploded Ordnance (UXO) Technician I	21.23
29492 - Unexploded Ordnance (UXO) Technician II	25.68
29493 - Unexploded Ordnance (UXO) Technician III	30.78
29494 - Unexploded (UXO) Safety Escort	21.23
29495 - Unexploded (UXO) Sweep Personnel	21.23
29620 - Weather Observer, Senior (3)	20.43
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.77
29622 - Weather Observer, Upper Air (3)	17.77
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	17.01
31260 - Parking and Lot Attendant	9.57
31290 - Shuttle Bus Driver	14.97
31300 - Taxi Driver	11.24

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31361 - Truckdriver, Light Truck	14.97
31362 - Truckdriver, Medium Truck	17.71
31363 - Truckdriver, Heavy Truck	19.16
31364 - Truckdriver, Tractor-Trailer	19.16
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.16
99030 - Cashier	8.89
99041 - Carnival Equipment Operator	11.52
99042 - Carnival Equipment Repairer	12.19
99043 - Carnival Worker	9.53
99050 - Desk Clerk	11.82
99095 - Embalmer	18.90
99300 - Lifeguard	11.15
99310 - Mortician	28.93
99350 - Park Attendant (Aide)	14.01
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.12
99500 - Recreation Specialist	17.60
99510 - Recycling Worker	17.31
99610 - Sales Clerk	11.82
99620 - School Crossing Guard (Crosswalk Attendant)	10.53
99630 - Sport Official	11.15
99658 - Survey Party Chief (Chief of Party)	23.00
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	20.92
99660 - Surveying Aide	15.26
99690 - Swimming Pool Operator	16.06
99720 - Vending Machine Attendant	13.66
99730 - Vending Machine Repairer	16.06
99740 - Vending Machine Repairer Helper	13.66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of

the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.